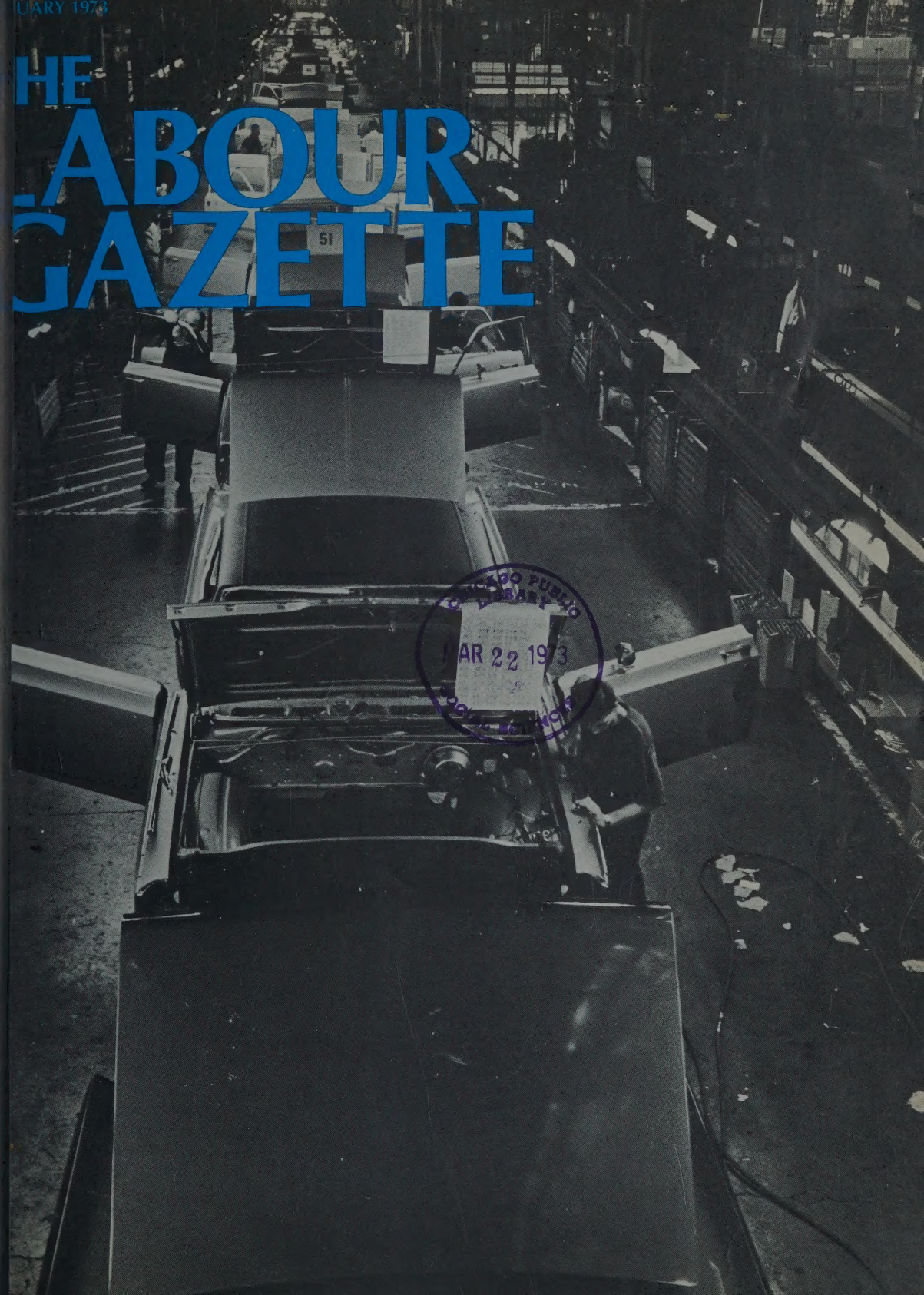
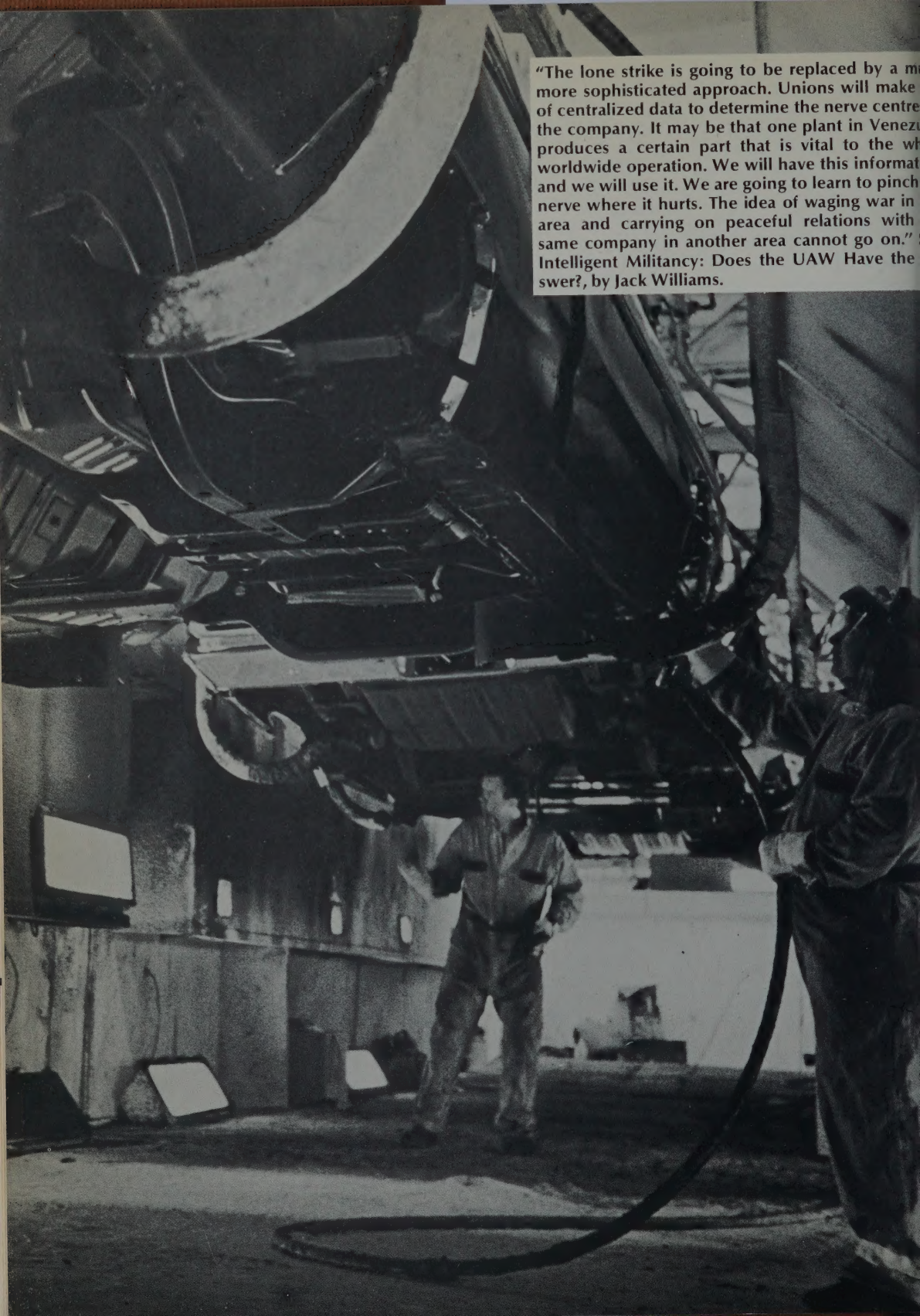
UARY 1973

THE LABOUR GAZETTE



PUBLIC LIBRARY
MAR 22 1973



"The lone strike is going to be replaced by a m
more sophisticated approach. Unions will make
of centralized data to determine the nerve centre
the company. It may be that one plant in Venez
produces a certain part that is vital to the wh
worldwide operation. We will have this informat
and we will use it. We are going to learn to pinch
nerve where it hurts. The idea of waging war in
area and carrying on peaceful relations with
same company in another area cannot go on."
Intelligent Militancy: Does the UAW Have the
swer?, by Jack Williams.

ABOUR
AZETTE

cial Journal
ada Department of Labour

73, No. 2/February 1973

ARTICLES

76 Intelligent Militancy:
Does the UAW Have the Answer?
by Jack Williams

85 Labour Legislation in 1972
Part 1: Industrial Safety
by William H. Langford

89 Teachers and Collective Agreements:
A Puzzle for the Seventies
by André Dulude

102 Employment Fatalities in Canada
April 1970 to March 1972

DEPARTMENTS

70 News Briefs
74 50 Years Ago
75 Book Reviews
98 Price Indexes
101 General Topics:
Employment Review
104 Decisions of the Umpire
106 Conciliation
108 Certification
111 Library List No. 286
115 Labour Statistics

Labour Canada Travail Canada

The contents of this publication may be reproduced either in whole or in part, provided that credit is given to The Labour Gazette.

NEWS BRIEFS

■ **The Canadian Labour Congress has established a Labour Hall of Honour to commemorate the contributions made to the Canadian labour movement by outstanding leaders, members, and friends.**

The first two members of the Hall of Honour, elected by the CLC Executive Council, are a former CLC president, Claude Jodoin, and a former president of the Canadian Congress of Labour and the Canadian Brotherhood of Railway, Transport and General Workers, Aaron R. Mosher.

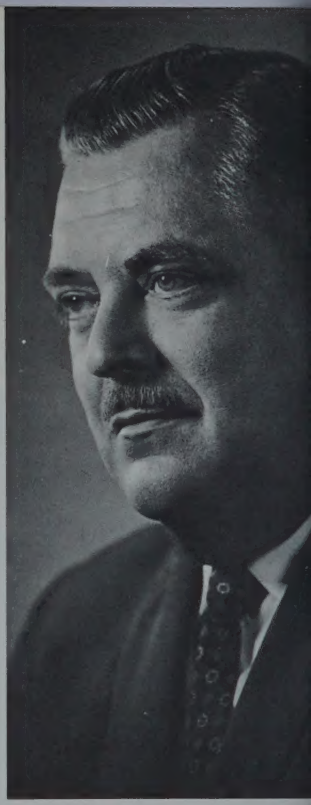
Jodoin, first president of the Canadian Labour Congress, was born in Westmount, Québec, on May 25, 1913. Forced from school into the workforce during the depression, he became an organizer for the International Ladies' Garment Workers' Union. In 1947 he moved on to manage the Montreal Joint Board of the Dressmakers' Union.

At the local level, Jodoin served as president of the Montreal Trades and Labour Council from 1947 to 1954, was a Montreal city councillor during the same period, and represented Montreal-St. James as a member of the Québec legislature from 1942 to 1944.

He was elected national president of the Trades and Labour Congress of Canada in 1954 after having previously served as vice-president for five years and acting as chairman of its Union Label Committee. In 1956, Jodoin was unanimously elected president of the Canadian Labour Congress in Toronto and was subsequently re-elected at the next five biennial conventions, 1958 to 1966. He also served on the Executive Board and the Governing Body of the International Confederation of Free Trade Unions.

In May 1967, Jodoin suffered a stroke at his Ottawa office; he has been incapacitated in hospital since that date.

Aaron Roland Mosher was the founding president of the Canadian Brotherhood of Railroad Employees, the All-Canadian Congress of Labour, and the Canadian Congress of Labour. Born at Cow Bay, Nova Scotia, in 1881, Mosher worked in a gold mine, then became a freight handler with the Intercolonial Railway at the Halifax



Claude Jodoin

Aaron R. Mosher

nt Sheds. Here he led a one- strike for improved wages vorking conditions.

08, Mosher was unanimously ed grand president at the ding convention of the Cana- Brotherhood of Railroad, sport and General Workers. erved as national president of nion until 1952, and was ap- ted honorary president at the vention at which he an- ced his retirement.

ddition to the work done in his union, Mosher was ed president in 1927 of the anadian Congress of Labour, ntre for national and regional ns. He was president of the dian Congress of Labour after ormation in 1940 from the n of Congress of Industrial nizations affiliates and the anadian Congress of Labour.

erved as president of the CCL it merged in 1956 with the es and Labour Congress of nda to become the Canadian bur Congress. He was ap- ted honorary president of the and served in that capacity his death on September 29,

CLC plans to nominate two members each year to the of Honour, and will an- nce their names on or about bur Day. Nominees must be in ement, or deceased for at least years, and Canadian citizens. Hall of Honour will be sed at the new CLC headquar- n Ottawa, which will be com- ed early in 1973.

■ **The United Electrical, Radio and Machine Workers of America, and the United Fishermen and Allied Workers' Union have been granted affiliation with the Canadian Labour Congress.** The CLC executive council approved the applications by more than a two-thirds majority at a meeting in early December 1972.

The UE had been expelled from the old Canadian Congress of Labour in 1949 for non-payment of the per capita tax. This break was preceded by CCL recognition of a rival union, the International Union of Electrical Workers, which was formed during the Communist versus anti-Communist struggle within the UE.

Argument for affiliation of the 24,000-member union was presented by its President, C. S. Jackson, and Secretary-Treasurer George Harris. UE membership in the CLC becomes effective January 1, 1973.

The 5,000-member UFAW was expelled from the Trades and Labour Congress in 1954 for its criticism of the Congress' leadership. Reinstatement of the union had been hindered by the fact that it has officers who are Communists. Homer Stevens, its President, ran as a Communist candidate in the last federal election.

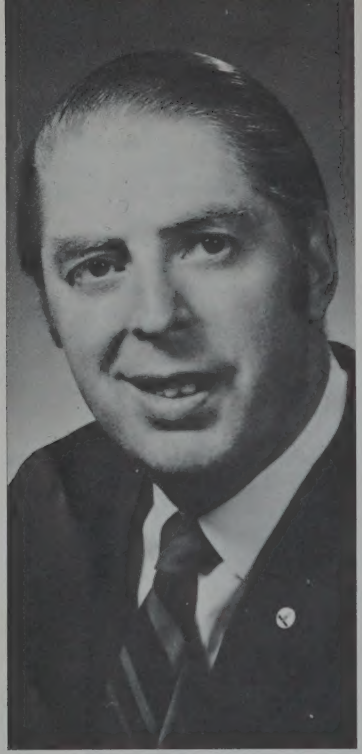
Affiliation of the UE was conditional only on agreement to abide by the aims and constitution of the CLC. The UFAW's jurisdiction, however, is restricted to the Province of British Columbia. This limitation is a concession to the Canadian Food and Allied Workers' Union, which fought a membership battle with the UFAW on the East coast last year.

Admission of the two unions marks a departure from past CLC policy of accepting only those unions that agree to merge with existing CLC affiliates. This policy, designed to eliminate overlapping jurisdictions within the CLC, was abandoned at the May 1972 convention. A resolution was then passed that called for the admission of all legitimate trade unions that agreed to abide by the CLC's goals and constitution.

■ **A 90-day standstill on price, pay, rent, and dividend increases was imposed on Britain, effective November 6, 1972.** Prime Minister Edward Heath announced the freeze during introduction of the draft of the Counter-Inflationary (Temporary Provisions) Bill in the House of Commons. A possible 60-day extension, in addition to the 90-day term, was also provided for in the Bill—to be implemented at the discretion of the Government.

Sanctions to enforce the Bill include fines as high as £400 for violations. Withholding information from the Government could result in a fine of up to £100.

The Trades Union Congress attacked the anti-inflation legislation because it abrogated the right to strike for higher wages and better working conditions. The Labour Party attacked the controls on the grounds that no proposal failing to deal with food prices, public and private rents, school meals, mortgage rates, and taxation of clothing including children's clothing, was fair.



Roy H. Jamha

■ **Roy Jamha, President of the Alberta Federation of Labour, has been appointed Chairman of the Alberta Workmen's Compensation Board.** Announcing the appointment in the provincial legislature, Premier Peter Lougheed noted that the Government was looking for "a person with an understanding and awareness of the problems of labour people," who would "bring a fresh new approach to the operations of the WCB," and who had a "compassionate awareness of the difficulties of disability and handicap."

Jamha, although confined to a wheelchair with multiple sclerosis, is also a member of the Board of Industrial Relations and the University of Alberta Senate.

■ The Joint Maritime Commission of the International Labour Organization concluded its 21st session at ILO headquarters in Geneva on December 1. The two-week meeting was attended by worker and employer representatives from 18 seafaring ILO members and was held to discuss rapid technological changes taking place in the shipping industry.

Canadians attending the session were J. J. Burke, General Manager of the Canadian Chamber of Shipping, and Leonard J. McLaughlin, President of the Seafarers' International Union. Joe Morris, a representative of the workers' group of the ILO Governing Body, served as one of the co-chairmen at the meetings.

Six major resolutions were passed by delegates. They dealt with: Industrial relations in the shipping industry; holidays with pay for seafarers; protection of young seafarers; flags of convenience; the minimum basic wage of able seamen; and continuity of employment for seafarers. Among the notable recommendations was the call for adoption, when appropriate, of international instruments, either in the form of a convention or recommendation, at the next Maritime Session of the International Labour Conference. Standards for protection of young seafarers were urged covering hours of work and rest periods, specified tasks, and continued education for young seafarers. Regarding the minimum wage for seamen, an increase was called for from $100 U.S. currency to $115.

At the end of its meetings, the Commission called on the ILO Governing Body to convene both the Preparatory Technical Maritime Conference proposed for 1974 and the Maritime Session of the International Labour Conference scheduled to be held in 1975. The resolutions approved by the Commission would be considered at those conferences.

Dr. E. P. Neufeld

■ "The international dimensi
of inflation and its control h
become so important that Can
should now, perhaps, take the
tiative to develop internati
co-operation to deal with it."
is an excerpt from a somev
controversial article, "Infla
and Tight Money: Where are T
Taking Us?" that appeared in
May 1970 edition of The Lab
Gazette.

**The author, Dr. E. P. Neufeld, 4
University of Toronto Professo
Economics, has been appoi
Director of the International
nance Division of the Departm
of Finance.** He will advise on s

ers as exchange rates and the -term policy of floating the adian dollar, and it is expected he will continue to uphold osition that concessions must nade to the United States in automobile trade, and that efforts must be made to stop simultaneous growth of inflaand unemployment.

Benefits from and contributos to the Canada Pension Plan e increased automatically, effve January 1, 1973. The inses result from a 2 per cent in the pension index, comed in relation to rises in the e index.

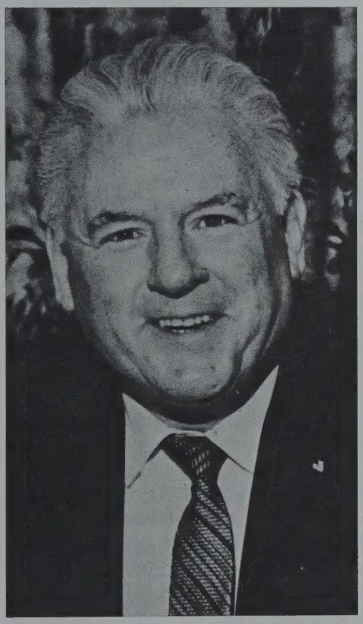
flat rate component of pens to widows, disabled widowand disabled contributors goes to $28.15 from $27.60 per nth. The widows' and disability sions a person receives are demined by adding the flat rate mponent to a second compot that is a percentage of the ulated value of the contrib's retirement pension, or the esion a widow's husband uld have received.

maximum death benefit under Canada Pension Plan payable lump sum to the estate of a eased contributor, increases omatically to $560 from $550. aximum pensionable earnings er the Canada Pension Plan be $5,600 in 1973, up from 00 in 1972.

maximum yearly amount paid an employee will rise from 20 to $90.00 a year, that contrition to be matched by the emver. A self-employed person contribute a maximum of $180 ear, the 1972 figure being 6.40. Approximately 400,000 sons are now receiving Canada sion Plan benefits.

■ **Peter J. Brennan is the new U.S. Secretary of Labor.** Brennan, 54, has been President of the New York City and New York State Building and Construction Trades Councils (AFL-CIO) for the last 15 years.

Starting as an apprentice in the painters' union, he became a master painter and served on the executive of his local union. After a stint in the U.S. Navy during World War II he continued to work with unions in New York City. He was involved in the Workers' Defense League to bring minorities into the apprenticeship



Peter J. Brennan

training programs of the building and construction trades unions, and he was also a member of the National Advisory Committee for the Education of Disadvantaged Children.

In addition to his positions in the Building and Construction Trades Councils, Brennan is a Vice-President of the New York State AFL-CIO. He is married and has a family of three children and five grandchildren.

■ **Dwight M. Storey, 46, Legislative Director in Canada for the United Steelworkers of America, died of a heart ailment December 7, 1972.** Storey had prepared briefs for all government levels and had been a Steelworker spokesman during the past 14 years. He was also involved in arbitration, conciliation and certification proceedings. He served as a delegate to international labour meetings, was a member of the Human Rights Committee of the Canadian Labour Congress, and sat on the Steelworkers International Committee on Human Rights.

■ **The Agricultural Producers' Union has gained the right to be the sole bargaining agent for all 51,160 Québec farmers who earn over $1,000 a year.** A referendum showed that 74 per cent of the voters were in favour of granting the APU the right to levy compulsory fees.

The Quebec Agricultural Marketing Board will retain supervisory powers over the union, collect the fees from farmers, and then turn them over to the union. Albert Allain, President of the APU, noted that this was probably the first time any farm group in the world had been granted such powers.

50 YEARS AGO

■ Fifty years ago, the Gazette described the employees' magazine—also called the "internal house organ" or "works magazine"—as one of the most effective agencies in the restoration of direct contact between employer and employee—a contact that had largely disappeared in the vast and complicated industrial enterprises of the day.

The Gazette contained an article written by an official of a large British firm explaining why and how one should start an employee magazine. It was reprinted to help those wishing to establish an internal house organ as a means of improving industrial relations within their own firm. Part of the article read as follows:

..."The most successful are those that have really endeavoured to be the production of the employees themselves, recording their various activities and affording them opportunity of expression for their thoughts, and being generally documents pulsating with energy, vitality and broadminded common sense. A works magazine, properly run, is a splendid medium for co-ordinating all the welfare activities in the firm, and is certainly one means of creating that hearty co-operative spirit in industry that is so essential for the future well being of our country.

"Some firms use their magazine as a medium for advertising, and so tend to spoil its popularity with the people whom it ought to serve—the people engaged in the works. The magazine that serves best as an advertising medium outside is the one that is most popular with the employees inside, and that helps to unite the directors, staff and manual workers into one body.

"Again, if a works magazine is well edited and popular with the workpeople, the firm can make it the medium for publishing notices and other information to their employees, and so obviate, in a widely scattered works, the need for posters at the various gates. And also, when directors are desirous of breaking new ground in connection with the welfare of their employees, the pages of the magazine will be found to be the most useful place to carry this out.

"In order to keep interest alive in saving schemes, educational classes, musical societies, and orchestras, continual references to these activities in the pages of the magazine will effect much. Biographical notes and photographs of old employees with long records of service with the firm, and accounts of the various educational and recreational schemes, all tend to continue a fine tradition or to develop one where it does not exist.

"Every endeavour should be made to see that the magazine pays for itself, but any money a firm spends on subsidizing such a venture will be money well spent, for there is no doubt that if the magazine is made the intensely human document it ought to be, it will have the effect of helping to bring about a spirit of camaraderie in industry."

When first publishing a works' magazine it is very important to have a proper organization to get as many people interested as possible, and to see that they are representative of the works. In a great many firms the welfare supervisor acts as editor. He is in touch with all the activities and all the movements for improving the conditions of the workers, and he has the necessary training for of this kind.

The editor should not rush t extreme of producing nothin technical articles, nor on the hand allow the magazine t velop into a mere record of ev Though it is essential that should allow grievances t ventilated through the works nal, it is important to avoid monious discussions betv capital and labour.

The works' magazine is an in tant link in the chain w society is striving to forge to employer and employees closely together. It must ther be optimistic and human, never argumentative and bitte

The editor should endeavo far as possible to get other pe to write articles and himself t as the rallying point, the colle and assimilating agency fo matter for the journal. It is t fore important that the e should have several sub-edito assist him.

At the present time the charg making blocks for photog and the price for art paper high that it needs careful co eration before embarking on ducing photographs in a n zine. These, however, are suc important feature and hel materially in attaining suc that if at all possible, photog should be included. It is also portant that the cover shoul attractive, as usually the firs pressions of a journal are obta from the outside cover.

The publishing of the history firm or an account of the gr of various departments are ve teresting items that can b cluded in a works' magazin they create a corporate spi the works. People like to about the activities of the fi

gone by, and to see pictures
ne workpeople of those days.
ne firm is an old established
this is especially important. As
agazine should also endeavour
e an educational medium it is
ortant that there should be
rt popular articles both of
nical and general interest.
y of the workers find it more
to express themselves in
e than in prose; it adds interest
journal therefore if you can
luce a few poems. Accounts
ne doings of Sports Clubs, Mu-
Societies, etc., are always of
great interest. A short resumé
ne proceedings of the various
mittees can also be published
magazine. Competitions of
ous kinds are also helpful in
aining interest and distinct hits
sometimes made in clever car-
ns.

OOK EVIEWS

**Strikebreakers, Report of the
kebreaking Committee of the
ario Federation of Labour and
Labour Council of Metropoli-
Toronto, by Marc Zwelling,
Press, Toronto, Ontario; 161
es.**

ate 1971, the Ontario Feder-
n of Labour commissioned a
y on the problems of strike-
aking and protection for union
anizers. Stimulus for the study
e from the discovery of wire-
ping devices at the strike head-
rters of several unions and the
ence of professional strike-
aking crews at many picket
s.

Research was compiled by a 12-member committee, and Marc Zwelling, formerly a journalist with the **Toronto Telegram** wrote the report, which was later released in book form. It is an interesting look, from labour's point of view, at some unique problems facing Canadian unionists.

As Zwelling notes in the first paragraph of the report, **Canada is "the only country of importance where professional strikebreaking is tolerated."** He gives a history of the more violent employee-employer confrontations in Canadian labour history, pointing out specific cases where strikebreakers or company spies have been used.

The impetus for the investigation becomes obvious in chapters 2 to 5 of the book, where Canadian Driver Pool and its organizer, Richard Grange, are dealt with. The structure and tactics of this strikebreaking company are outlined in detail, complete with an account of strikes in which Driver Pool has participated.

Several notable points are brought out, including the fact that **the cost of professional strikebreaking services is tax deductible for employers.** Driver Pool is described by Zwelling as an integrated service providing industrial spying, scab labour, and industrial policing to companies undergoing a strike. Its history and progress in Ontario are traced, in addition to its methods and tactics for strikebreaking.

Other organizations as well are implicated by the report. **The Canadian Manufacturers' Association is accused of supporting anti-labour measures generally,** and specifically of helping Canadian Driver Pool get established and known among businessmen. The Montreal Trust Company is accused of providing strike insurance for American publishers. Montreal Trust was approached, says the report, because U.S. state laws banned American insurers from holding the premiums. Some Canadian publishers subscribe to this scheme, including Montreal's **La Presse** and Vancouver's two newspapers, the **Province** and the **Sun.**

Industrial espionage also comes under scrutiny in the report, and several cases of union members being approached to reveal union secrets are documented. Another source of employer spies is the professional investigator, and such companies as Wackenhut and, again, Canadian Driver Pool, are cited as being among the prime agents in Canada. The use of lie detectors and fingerprinting is criticized in the report as infringing on the worker's privacy and violating his personal rights.

The conclusion of the book is that strikebreaking and industrial espionage should be banned in all jurisdictions, and specifically in Ontario where the problem is most serious. The recommendation is made that a special session of the Legislature or a public inquiry be set up to enact measures that would stop such actions by employers.

For the labour community, the report lists 14 recommendations, including establishment of an anti-strikebreaking task force to assist individual affiliates on points of law, negotiation of "union-truck-only" clauses in contracts, and campaigns to force governments to make wiretapping and professional strikebreaking illegal.

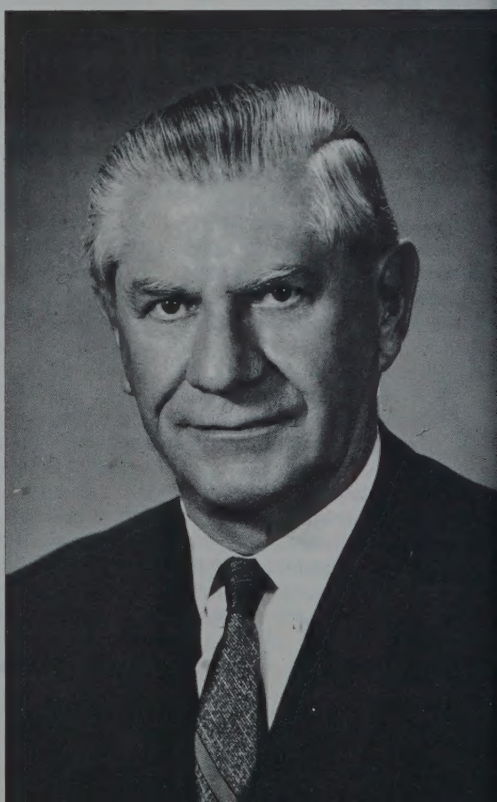
In addition to the published report by Zwelling, the Ontario Federation of Labour has produced a 10-minute film on strikebreaking. The film, produced by OFL Public Relations Director Ed Cosgrove, illustrates, by use of real-life action footage, the tactics used in breaking up picket lines.

INTELLIGENT MILITANCY: DOES THE UAW HAVE THE ANSWER?

BY JACK WILLIAMS

Dennis McDermott is one of the first of a new generation of labour leaders in Canada. At the age of 46 he became Canadian Director of the United Automobile, Aerospace and Agricultural Implement Workers of America, one of Canada's largest and most active unions, more commonly known simply as the UAW. Now, four years later, he is well established in a labour hierarchy that is mainly composed of men some years older.

At the age of 50, McDermott can hardly be classed as young in years; but there is a large enough age gap between him and many of the other top union officers in Canada to make a noticeable difference. **Most of the others fall into a rather narrow age bracket, dating their union days from the '30s. This means that they are now nearing retirement; so, within the next few years, there will be a major turnover in union leadership.**



ense of relationship with the younger union bers is reflected in his up-to-the-minute dress modern hair styling, both of which sometimes a second glance from older union leaders. ermott is well aware of the difference; and, in- capitalizes on it.

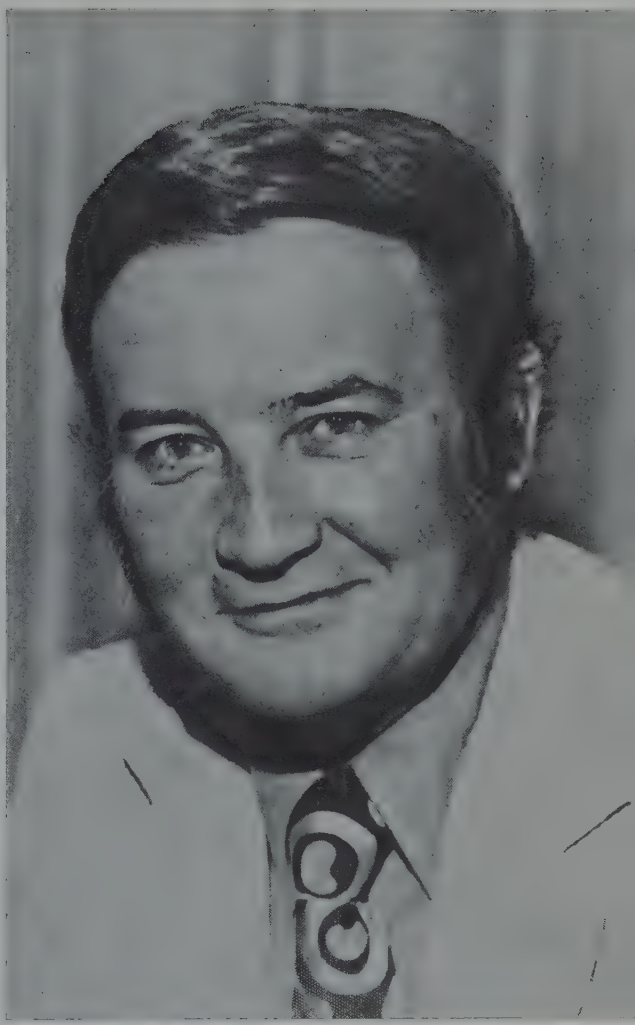
not trying to be chauvinistic about it and act the hen I'm not a kid; but I find, first of all, that we a great rapport," he says. "I find we share many e same values. **These kids thumb their noses at ord Motor Company far more than the older ever did because they don't accept the old habits;** they don't have the same work ethic we

ermott's forceful views as one of the newer ar- at the top of the labour totem pole provide an sting insight into possible future trends in the ur movement and in the pattern of collective aining. He sees many changes coming.

official UAW biography records the year and e of his birth as 1922, Portsmouth, England; but quick to point out that he is of Irish descent, in his speech and attitudes some of the Irish ities linger.

ise through the UAW ranks was steady, and in with the traditional course followed by many la- leaders. After serving in the Navy during World II, he decided to emigrate to Canada, where he d work as a welder and assembler in the Massey- s agricultural implement plant in Toronto. There ecame a member of UAW Local 439 and quickly me involved in union activities. In the years that wed, he held various offices that provided valu- experience for the heavier responsibilities he to assume later—chief steward, recording secre- chairman of various committees, and editor of ocal union newspaper.

ecame a full-time staff member when he was inted an international representative in 1954. union background, and his effectiveness in the ion political activities that are a vital part of the V, won him further recognition. When George top Canadian officer since the UAW's earliest reached retirement, McDermott was the chosen essor.



McDermott

He was made Director of the 120,000-member Canadian region in 1968; and in the same year, he succeeded Burt as a General Vice-President of the Canadian Labour Congress. At the 1970 UAW convention, he was elected an international vice-president. But the upward struggle was not always as simple or as harmonious as it appears on paper. There are few unions in which the political in-fighting is as vigorous and as formally structured as in the UAW.

Practically every one of the union's locals has two recognized caucuses: one supporting the administration, and the other bitterly opposed. Caucus meet-

ings are held prior to local union meetings and larger gatherings so that each of the factions can work out its strategy. So far, the administration group has retained overall control; but the threat of the anti-administration forces has been very real, and the union's leaders have no hesitation in admitting that it has kept them on their toes.

This opposition is one form of a spirit of militancy for which the UAW is noted. In conversation, McDermott doesn't seem quite sure that "militancy" is the exact word; but he heartily agrees that there is a characteristic quality that marks UAW members. "I can go into a conference and pick out UAW members with no difficulty at all," he says. "You can tell them by the way they talk and participate." But he disagrees with any suggestion that it is because of the type of work they do or the industry in which they are employed. "Our members work at hundreds of different jobs. **It's a mistake to think that all UAW members work on an automobile assembly line. Most of them have other jobs." Actually, of the 120,000 Canadian members, only about 50,000 are directly employed by the "Big Four"** car manufacturing companies—General Motors, Ford, Chrysler and American Motors. There are 7,500 in the aircraft industry, and another 3,500 in agricultural implement plants. Apart from some 7,000 in operations not related to these industries, the balance of the membership work in automobile feeder plants.

McDermott believes that, **whatever characteristics are peculiar to the UAW, they flow from strong leadership and active membership participation.** The UAW is an organization that has enjoyed distinctive leadership. The name Reuther still carries a certain force and magic, and it crops up frequently. A large portrait of the late Walter Reuther dominates McDermott's office.

In both Canada and the United States, the UAW was born in the turmoil of the first large-scale organization of people ever employed in a mass-production industry. **The union has never lost the fighting spirit that enabled it to gain a first contract with General Motors** at Oshawa—despite the threat of the then Premier of Ontario, Mitchell Hepburn, that the CIO (Congress of Industrial Organizations) would never be allowed to set foot in the province as long as he was Premier. It was this same spirit that enabled the UAW to establish the principle of union security in a long and hard-fought strike at the Ford Motor Company in Windsor in 1945.

The UAW proclaims its structure to be highly dem cratic, and points to its Public Review Board, whic intended to protect the interests of both individ members and subordinate bodies in the union.

The Board was first appointed in 1957 and has si been self-perpetuating. When vacancies occur, t are filled by decision of the Board members, not the union. The operation is entirely independent, Board having its own office and its own full-time ecutive secretary. It is composed of seven memb one of whom must be a Canadian; this ratio roughly similar to the ratio of Canadians to Am cans in the international union's membership a whole. The Canadian position was for many ye held by former Magistrate J. Arthur Hanrahan Windsor, and is now filled by Harry W. Arthurs Osgoode Hall Law School, Toronto.

The constitutional provision for the Board states t it was created "... for the purpose of ensuring a c tinuation of high moral and ethical standards in administrative and operative practices of the inter tional union and its subordinate bodies, and to ther strengthen the democratic processes and app procedures within the union as they affect the rig and privileges of individual members and subo nate bodies." The Board has no authority over b gaining policies.

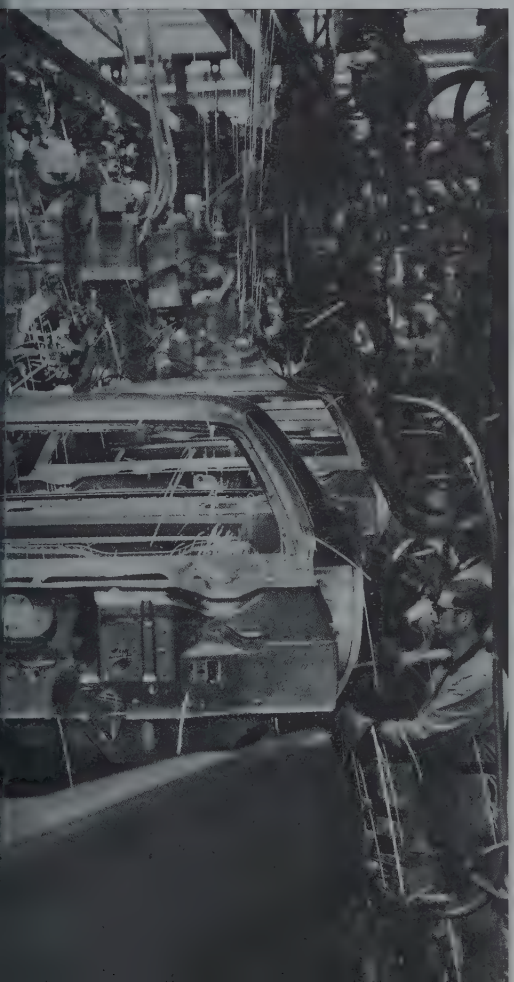
Members who believe they have a complaint aga the union have two possible courses of action: t may go directly to the union's international execu board, and subsequently have the opportunity of pealing to the convention; or they may go to Public Review Board, whose decision is final binding on the union.

McDermott is keenly aware of the relationship tween leadership and membership. **"Leadership to lead; and at times that means taking what n then seem to be unpopular positions.** I had that perience during the debate on the War Measu Act; but I was proved right. **There is an on-going m mentum that the leadership must be aware of. telligent militancy' means being informed and up date on what is happening.** We are particularly aw of this as far as social issues are concerned."

problems of leadership, in organized labour as as elsewhere, have been affected by the attis and thinking of young people just entering the ur force, and McDermott speaks of his rapport them. This is important in an industry that ems many young people. The prime example is the plant at St. Thomas, Ontario, where the average of employees is 25. Many of them are on their job. At the same time, the UAW leader warns nst falling into the trap of regarding all young ple as members of a homogeneous group:

now some people of 50 or more who are younger others at 25. Some of the young people are ty stodgy; but most of them are very different the previous generation.

ey are in a bigger hurry than their fathers were; they reject much of what their fathers took for ted. As far as the union is concerned, it is our experience that they accept the UAW; they don't regard our organization as part of the establishment, and they are not disenchanted with their union."



This opinion is in conflict with the frequently expressed view that many young people find little in common with the union movement. If there is a difference in the UAW, it may be due, in part at least, to **a deliberately planned and actively promoted new-member orientation plan.**

The money that new members pay as an initiation fee is retained by the local to finance special programs for new members. The orientation includes information on the union—how it is structured and how it functions. This is followed by social activities in which not only the new member but also his family are involved. **The pattern is tailored directly to the needs and interests of young people**—rock band and all in the union hall.

Educational activities have always been given high priority by the UAW, and McDermott attributes his union career to the educational program. As a young member, he attended a union summer school and came in direct contact with some of the leaders of the time. He recalls: "It was there that I began to see what the labour movement was all about in a philosophical sense. I gained a whole new outlook."

The UAW continues to place emphasis on educational activities. Near Port Elgin, Ontario, on the shore of Lake Huron, it has $350,000 invested in a 12-acre educational centre that is used the year round. Recently, additional property was purchased nearby to provide further recreational and camping facilities.

At Port Elgin, members of the UAW, and of other organizations that have the facilities made available to them, take part in **courses ranging from collective bargaining and the job of a shop steward to basic philosophy and world affairs.** Now the UAW's program has been extended to include families, and members are encouraged to spend part of their vacations at the centre. During these periods, there are family psychology programs, with all members of the family participating.

McDermott and UAW members on orientation course

"For example," McDermott explains, "I've seen parents and their children taking part in a discussion about the pros and cons of the legalization of marijuana—all in a perfectly cool and sensible manner, and the first time they've ever talked about it together."

Mock union meetings are held so that all members of the family can learn about effective organization and discussion, and at the same time make the union more meaningful to each other. Sometimes a teenage local is established to give the younger people an opportunity to talk among themselves about matters of particular interest to them.

Another variation of the UAW's educational prog comes into play in strike situations. **Instead of walking the picket line, members are required t tend educational classes in which they learn the strike is all about and discuss the issues.**

McDermott has a strong personal background in ga ining. As an international representative he s four years negotiating contracts in the truck, tra automobile and aerospace industries. He later came chief negotiator for UAW members in the cultural implement industry.

negotiations the UAW is confronted by some of world's largest and most powerful corporations. eral Motors ranks as the largest industrial com- in Canada. In its dealings with Chrysler, the Ca- an UAW members come under an international act, which McDermott strongly favours. Nego- ns with other companies are carried on inde- ently by the Canadian locals; but there is close rdination with the UAW in the United States in case of international companies. **McDermott ees an extension of international bargaining, he claims that companies opposing this trend using the same arguments that were once used st bargaining on a national rather than an indi- al plant scale.**

as some firm views about the future of union- agement relations. "The collective bargaining ess is going to be streamlined and made more uctive; it has to. **Far too much time is wasted in tive debate.** There are far too many issues—and e of them are put on the table for purely political ons. There is no listing of priorities, and **usually luctive bargaining doesn't take place until the end of negotiations.** All this is going to require nges in attitudes on both sides. We are going to to cut out a lot of nonsense.

e of the most radical changes in bargaining is go- o be an end to long-drawn-out strikes. The big tinational corporations use very sophisticated niques, and we are going to use them too. **The strike is going to be replaced by a much more histicated approach.** Unions will make use of ralized data to determine the nerve centres of company. It may be that one plant in Venezuela duces a certain part that is vital to the whole dwide operation. We will have this information, we will use it. We are going to learn to pinch the re where it hurts. **The idea of waging war in one and carrying on peaceful relations with the e company in another area cannot go on."**

an example, McDermott cites the case of a small ch plant in Regina where the employees were nized by the UAW, only to face a refusal by the pany to engage in effective negotiations.

He explained: "We could have had a strike there, with the members staying out until they had whiskers down to their ankles. We simply told the company that if they wanted a settlement in their major operations in the east, then they would have to settle in the west too. We got results."

Something of the new approach to bargaining is likely to be seen in the 1973 negotiations, in which the UAW plans to make working conditions a high-priority item.

"We intend to see that the work environment is improved, and we will make it clear to management at the outset that we are very serious about this," McDermott says. Working conditions—noise, air pollution and general surroundings—are regarded as a major factor in the extraordinarily high turnover of young workers.

McDermott elaborated: "We live in a comparatively free society; but when young people go into the plant and hear that gate clang shut behind them, and see armed guards standing around, and realize that they are going to have to spend eight hours there, then they rebel. **They find themselves in an atmosphere that is completely foreign to their idea of freedom.** Of course the assembly line—that crippling monster—is the classic example of poor working conditions.

"Some of the young people don't last more than two hours on the job; they just walk out. The turnover is terrific. The job is no longer the most valuable thing to them. The companies are well aware of this, and I think they want to do something about it."

McDermott also visualizes central labour organizations taking a more active role in bargaining, in contrast to the present situation in which each union is completely autonomous, and central bodies, such as the CLC, play relatively little part.

He also foresees continued expansion in the area white-collar organization. The UAW demonstra an awareness of this area many years ago when it tablished a Technical, Office and Professional partment.

"We saw the need for distinguishing psychologic between white- and blue-collar workers," he plains. "Whether the differences are real or imagi isn't important; they are there; **but when they w together for a few years, the two groups become**

"There has to be more authority for central organizations," McDermott says. "This is already happening in Britain. The Trades Union Congress there gets involved in collective bargaining, in strikes, and in averting strikes. As far as our situation is concerned, the central bodies have to establish their credentials. Small unions are naturally more dependent on the collective strength of an overall organization. But with big unions it's different; to a point we can go it alone, and we have too much at stake to take risks without knowing exactly where we are going. At the same time, we realize that **even the larger unions have to maintain a strong relationship with other unions."**

distinguishable." Now, in the U.S., a number of fessional engineers employed in the larger corp tions are becoming UAW members.

Turn the conversation to the national versus inte tional union debate and McDermott snaps back the phrase "international union hysteria."

"It's not as strong in the UAW as it is in some o unions; but we have it," he says. **"We resent the trol of our economy from outside just as muc anyone does.** You can be anti-U.S. control and Nixon and anti-Vietnam War; but you can't be everything, and we're not anti-American wor The union is simply an alliance between wor

that is what we have in our international union. ainly we have differences of opinion, and some- s they are serious differences, but this doesn't n we lose our solidarity."

UAW director strongly supports the argument the growth of multinational companies is going quire a tightening of the bonds between unions fferent countries. **"We are going to have univer- nionism, not just international unionism as we know it," he says. "How are you going to fight**

The UAW has already moved to establish closer relations abroad. The union takes part in three different world councils—auto, agricultural implement and General Motors. Through these channels, workers from many countries, but all sharing common interests, are brought together.

"There is a large American investment in the Japanese automobile industry," McDermott points out. "We have developed close ties with auto workers in Japan, and guess what? There is really no difference.

glomerates with little independent unions? Na- alism is not and should not be part of the ker's vocabulary. After all, putting a maple leaf ap on a union doesn't necessarily make it a good on."

regards the unique Canada-United States rela- ship as good in some respects and bad in others; paramount is the emphasis on the common in- sts shared by workers throughout the world.

We worry about plants running away to low-wage areas, and they worry about plants running from Japan to Taiwan. When we meet the British auto workers we find them talking about Heath the same way we talk about Trudeau."

McDermott thinks that one of the reasons that his union has less difficulty than some others concerning the U.S. union relationship is the structure of the UAW Canadian Council. This body, peculiar to the Canadian district, is composed of 300 representatives of the region's locals. Meeting four times a year, it provides a ready channel of information between the director and the local unions. The director makes a comprehensive report at every meeting where pol-

icies and courses of action are discussed on subjects that may vary from supplementary unemployment insurance benefits to the current international situation. **"The Canadian Council gives the Canadian membership an identity of its own, and I guess that's what most Canadians really want,"** McDermott says.

But, like many other union leaders, McDermott is something more than a union politician and a hard-nosed negotiator; his make-up includes a good deal of the visionary. For example, from his earliest days in the union movement he has displayed a particular interest in human rights, and this continues. "I guess I got it at the Massay-Harris plant. There were a good many Europeans working there, and that was in the days when Toronto was far more Anglo-Saxon dominated than it is today. I saw injustices that were taking place in the plant and that were often carried into the community, and I wanted to do something about them."

More recently, this concern with human rights was evident when McDermott rallied Canadian support behind the California grape workers. What such action epitomizes is obviously a deep conviction that the labour movement is, and must increasingly be, more than a bread-and-butter organization. What it means, in McDermott's terms, is greatly intensified political action. "The North American labour movement was built on what was largely an economic base. In Europe the base was largely political. Now we each have something to learn from the other.

"More and more the quality of life is determine
us in the political and legislative fields. **We hav
make a heavier investment in, and pay more a
tion to, the political area;** just getting active at
tion time is not good enough. We should hav
many political staff representatives as we now
economic representatives. Collective bargai
directly affects our people eight hours a day; the
litical impact is a 24-hour proposition. If the e
omy gets out of hand, then all the benefits we
won at the bargaining table can go down the d
What sense is there to winning a good living
members when two thirds of the people in the w
are still hungry? How much more do we nee
teach us this lesson? Trudeau created unemp
ment, and then tried to use the unemployed as
pegoats in an election.

"Certainly we must become more deeply invo
this is not an option, this is a must. Unions tha
effective are listened to. We have to make our un
more effective so that they will be listened to
than they are now; and we must speak out and
ourselves heard. **We must work, either to
meaningful changes within the system, or to ch
the system itself.** That is the pressure that is bui
up in other places, and it's building up in Ca
too. The labour movement has a vital role to pl
bringing these changes about."

(Jack Williams was born in Bradford, Englan
1907. At the age of four he came to Canada wit
parents and settled in the St. Catharines, Ontari
gion where he attended public and high schools.

He worked for thirteen years with the **St. Catha
Standard,** then joined the staff of Canadian Pre
1941 as labour specialist in the Ottawa Parliame
Press Gallery. In 1946, Williams became Public
tions Director for the Canadian Congress of La
remaining in that post until its merger in 1956
the Trades and Labour Congress to form the C
dian Labour Congress. He then became Public
tions Director of the CLC and, from 1970 until h
tirement in 1972, was editor of the CLC maga
Canadian Labour.

The opinions expressed in the preceding ar
which is the first in a series on Canada's top la
leaders, are those of the author, and do not n
sarily concur with either the policies of the Ca
Department of Labour or those of the Canadia
bour Congress.)

ABOUR LEGISLATION IN 1972

RT 1: INDUSTRIAL SAFETY

VILLIAM H. LANGFORD

e more sets of regulations been issued under the Can- Labour Code, Part IV (Safety mployees). In addition to the Mines (CBDC) Safety Regu- ns and the Boiler and Pressure el Regulations issued under old Code, **there are now 15 of comprehensive modern lations governing occupatio- safety and health that are ap- able to federal works, under- ngs and businesses.**

latest regulations cover: tem- ary work structure; confined es; safe illumination; dan- ous substances; protective hing and equipment; building ty; sanitation; materials han- g; and motor vehicle operators rs of service.

federal thrust aimed at safety he workplace has been rein- ed by new regulations issued the Department of Transport er the Canada Shipping Act. Safe Working Practices Regu- ons govern the employment of sons in any working area asso- ed with any ship in Canada or Canadian ship outside Can- .

working area" is defined as ing on board ship; main- nance or repair work being car- on immediately adjacent to a ; loading or unloading on re within reach of derricks, cranes or other hoisting equipment; and the immediate approaches, not including sheds, warehouses or wharves forward or aft of the ship's mooring lines."

General safety rules follow good industrial safety practices. Special provisions cover particular hazards associated with ship's work, such as lifting appliances and powered mobile equipment; holds, tanks, compartments; fire prevention and protection and hot work; scaffolding, stages, ladders, gangways; and electrical and pressure vessels. Required personal protective equipment must meet Canadian Standards Association specifications, or a higher standard if required by a provincial authority. Inspectors' powers are spelled out.

Two provinces—British Columbia and Ontario—amended their general occupational safety regulations.

The British Columbia Workmen's Compensation Board Accident Prevention Regulations, last revised in 1966, **have undergone their most extensive revision,** reflecting progress in industrial technology and working techniques. The recommendations of a joint advisory committee (management, labour and the Board) that spent more than a year studying the regulations, as well as others proposed by labour and management representatives at public hearings, helped to formulate the amendments.

Many additional sections and numerous more stringent standards are included in these comprehensive regulations, the scope of which is indicated by the following examples.

The petroleum and natural gas well drilling industry has received special attention, aimed at establishing uniform safety practices. In line with hazards presented by traffic around construction sites, there is a growing trend in industrially active territories to establish standards of traffic control; the province provides a new section setting up effective measures to deal with the problem. Growing concern with hazards to health engendered by the universal use of chemicals, minerals and other substances likely to contaminate the air of the workplace is shown in the adaptation of the 1972 threshold limit values that are appended to the regulations; they are presented in tables based on those adopted by the American Conference of Governmental Industrial Hygienists, covering all types of airborne contaminants, mineral and other nuisance dusts (particularly asbestos), mists and fumes.

Major revisions concern: explosive-actuated tools; excavations; blasting; hot metal operations; machinery guards, maintenance and lockout procedures; and cranes, derricks and hoisting equipment. Indicative of the development of safety practices adopted to counter growing hazards are those set out for helicopter operations, logging at night, and mobile equipment.

In British Columbia, The Safety Engineering Services Act, assented to on March 30, 1972, awaits proclamation. The legislation will consolidate the Boiler and Pressure Vessel Act, the Electrical Energy Inspection Act and the Gas Act, and update their provisions in the light of modern technological advances.

The Act applies to all gases; to all electrical and gas equipment, boilers, pressure vessels, pressure piping, refrigeration machinery, steam engines, plants, flywheels and bandsaw wheels; and, subject to the Fire Marshal Act, to all fuel-burning equipment within the province except those exempted by the regulations. The Safety Engineering Section of the Department of Public Works continues to administer the legislation.

In Ontario, the rewritten Industrial Safety Act (reported in the April 1972 issue of The Labour Gazette) was proclaimed in force on June 17, 1972, while at the same time the General Regulations were issued in completely revised form, updating and consolidating the general and foundries regulations, and providing detailed regulations controlling buildings intended or used for industrial purposes.

Permission must be obtained before industrial use of certain hazardous substances. Medical examinations and reports at specified intervals are required for workers exposed to lead, mercury, beryllium, asbestos, isocyanates, silica, fluorides, benzol, or similar toxic substances. Where a worker's health is impaired, he must not be exposed to the causative substance for longer than a specified time. Building specifications, heating installations and fire prevention and protection measures are strengthened. Automatic emergency lighting is required where necessary.

Exhaustive provisions cover machine guarding, electrical installations, explosive-actuated tools, material handling, environmental hazards, maintenance and repairs, personal protective equipment, noise, falling, skin contact, and the special requirements for foundries.

Three provinces developed legislation in the occupational health field. Saskatchewan's Occupational Health Act, proclaimed in force October 24, 1972, breaks new ground in the promotion of a more healthy work environment. Alberta issued X-ray safety regulations under the Radiation Protection Act, and Prince Edward Island provided for modern ambulance service under the Public Health Act.

An Occupational Health and Safety Division has been established in the Saskatchewan Department of Labour, with responsibility for occupational health generally and the maintenance of reasonable standards for the protection of workers' health and safety.

The division is responsible for the day-to-day administration of the Act and regulations, and will, among other things, prepare and maintain morbidity and accident statistics related to workers, either alone or in conjunction with the Workmen's Compensation Board and the Department of Public Health.

In addition to providing assistance and services to persons in charge of operations in workplaces to maintain reasonable standard health and safety protection, Division will promote, encou and conduct studies, rese projects and educational prog related to workers' health safety.

Occupational Health Officers be appointed by the Minister, the usual powers of inspectors Occupational Health Counc established, with a membershi nine to 12 persons (appointe the Lieutenant Governor in Co cil) whose particular knowle and experience would help t in giving advice to the Minist matters concerning occupati safety and health and admini tive committee appointme **This advisory council, which include representatives of agri ture, and of labour and man ment in industry, will meet at annually.**

The Chief Occupational Me Officer (COMO), who must legally qualified medical p titioner with training and ex ence in occupational health, be appointed by the Minister will have broad advisory and ministrative powers in the fiel occupational health hazards. his advice, the Minister may o medical supervision of worke certain places of employment cluding medical examination well as strong protective meas and the prohibition, limiting control of materials, processes equipment.

When medical attention, cor tation or hospital treatment i quired by any person becaus illness or injury incurred thro his occupation, doctors and pital administrators must fur reports required under the without charge, to the COMO

places of employment where more persons are employed, person in charge of operations establish an occupational th committee of from two to ersons. **At least half of this mittee must not be connected management; they must be ed by the employees they esent or be appointed under constitution of their labour n.** Their duties include: han- ; complaints regarding em- ees' health and safety; identi- ion and control of hazards; the establishment and promo- of educational health and y programs.

Minister is empowered to des- te a place or class of places of loyment as requiring an occu- onal health service, having re- to the type of industry, the ber of employees and the de- of hazard. This service is to be nized in or near a place of loyment to protect workers nst health hazards, to ensure r physical and mental adjust- t to their jobs, and to contrib- to their continued well being eneral.

Alberta regulations respecting installation and use of med- , dental, veterinary and para- dical X-ray equipment forbid th permissible exceptions) the ration of such equipment un- it is in compliance with the licable specifications.

types of equipment covered lude: diagnostic X-ray; general iographic; fluoroscopic; mobile roscopic; dental radiographic; bile, portable and trans- table diagnostic; therapeutic ay; veterinary radiographic ma- nery; and auxiliary equipment ssettes, darkrooms and protec- clothing).

Building and installation arrangements are designed to limit exposure of operators and radiation levels in controlled areas occupied by workers. Operation procedures are aimed at reducing dosage to radiation workers in general, as well as covering in particular the operation of fluoroscopic, radiographic, dental, mobile, portable and transportable, photofluorographic and veterinary radiographic units.

Patients (especially pregnant women and young persons) are protected by special operating procedures that reduce dosage. Radiation equipment must be registered.

The "Maximum Permissible Dose of Ionizing Radiation" sets out the radiation dose level (in rems) that may be allowed for workers and others in the different body organs or tissues in any one-year period. The 13-week dosage is also shown, for workers only.

In Prince Edward Island, regulations respecting ambulance services (similar to those issued in Manitoba last year) detail the standards that must be met in the construction, equipment and maintenance of ambulances. Specifications for the conversion of a Ford truck into an acceptable ambulance are provided. Detailed conditions are set out governing the licensing of owners, drivers, attendants and attendant-drivers.

Manitoba and Québec amended their mine safety legislation, and Saskatchewan repealed the Coal Miners' Safety and Welfare Act, which had become redundant owing to the industry's having been inactive for many years.

An Act to amend the Manitoba Mines Act was assented to on July 19, 1972. Accident prevention provisions were strengthened. Expanded regulatory powers govern all aspects of mine safety and health. Detailed plans, including those for new ventilation requirements must be maintained. When an employee reports unsafe working conditions to a responsible person and such conditions remain, the worker must write a report to an inspector, who will examine them and order remedial action.

Employers must not discriminate against employees who report on, or refuse to work under, hazardous conditions. Responsible persons who allow employees to work in known hazardous conditions may be suspended from mine supervision for six months, in addition to any other penalty incurred.

Regulations for the safety of workmen in Québec mines and quarries have been completely rewritten, providing modern accident prevention measures, many in specific technical detail.

"Special occurrences," which include certain accidents, explosions, fires, rock bursts and significant inrushes of water must be reported by the operator in writing to the Inspector of Mines within 24 hours after he becomes aware of the occurrence. The report must furnish particulars that will assist the inspector in his inquiry.

Extensive rules cover the special safety requirements that relate to mines. The particular hazards presented by pits and quarries are also dealt with by the adoption of special preventive measures. In addition to rules for the use and care of the necessary personal protection equipment, pro vision is made for: first aid; protection against fire; noise and dangerous substances; and ventilation and dust control.

Sanitary and washing facilities must be furnished, maintained, cleaned and disinfected. Mines and pits must be provided with dry-houses, equipped with wash

basins, showers, lockers and sanitary conveniences. Suitable underground lunch rooms are mandatory.

Further measures aimed at securing effective control of explosives in Québec are contained in the new Regualtion Number 4 under the Act Respecting Explosives, which replaces most of the provisions of regulations issued in 1970 and since. The completely revised regulations provide comprehensive, detailed technical rules and specifications controlling purchase, possession, storage and transportation of explosives. An extensive schedule of explosives lists objects and substances from A-3 to zinc picrate. Included is any mixture containing one or more of these substances and any "pyrotechnic item conceived to rise to a height of 300 feet and then explode."

Operating rules govern four types of storage magazines, with construction specifications for the particular use for which they are intended. Similar schedules cover magazine fencing, alarm systems and vehicular transportation standards. Strict rules control sale, transportation and destruction of explosives. Permits are reclassified into the "general" category covering possession (valid for five years), and the short-term permits for magazines, sales and storage, which are valid for the operating period requested but must not exceed one year.

Lumber Regulations under the Alberta Workmen's Compensation Act were amended to include new sections covering modern elements of the industry and to tighten up safety in general. Highlights include: detailed guarding and lockout provisions for the maintenance or repair of machinery and equipment; illumination; protection against drowning; mandatory knee protection for workmen using chain saws or pulp hooks; and suppression of or protection against noise levels that exceed the Board of Health maximums.

Tractor and motor truck operations must be conducted under strengthened load-security rules; and seat belts and other restraining devices including roll-bars, cabs and screens must be provided to protect operators. The Alberta regulations follow, in some respects, the lead given by Saskatchewan last year, and by Ontario, whereby the amended regulations, issued under the Loggers Safety Act, incorporate improved accident prevention provisions.

Loggers in Ontario must wear safety hats at all times when engaged in logging. Safety hats must meet the requirements of the Canadian Standards Association Standard of Industrial Protective Headwear, Z94.1. Hazards engendered by lodged trees are recognized by adding to a previous stipulation that no logger may climb or work under a lodged tree.

Logging work within an unsafe distance of a lodged tree is forbidden, as well as felling another tree into or onto such a tree in an attempt to lower it. Lowering lodged trees to the ground by means other than winching or pulling with a chain or cable from a safe distance is not permitted. Loads of logs on trucks or trailers must be properly secured with chains or cables to prevent the dislodging or falling of the load or any part of it during transit.

Prince Edward Island introduced a completely revised Lightning Rod Act which, together with new regulations issued thereunder at the same time, replaced previous legislation on the subject.

The Act provides for the licensing and control of all firms that sell, install or repair lightning rod systems and all suppliers of such systems. Materials, apparatus and installation methods must be a proved and meet acceptable st dards. Systems destroyed or da aged by lightning must replaced or repaired by the ins lation firm.

Installers must be bonded $5,000, provide guarantee agr ments to purchasers, and cer that all requirements have b met. Salesmen and mechan must be qualified, licensed nually, and use only specified s tems.

The Chief Electrical Inspector empowered to enter and insp at all reasonable hours, with warrant, any building, structure premises having a lightning system. He may order compliar within 30 days, removal of the s tem, prosecution for violation, a licence suspension or revocatio

The regulations adopt Canad Standards Association B-72, 19 Code for the Installation of Lig ning Rods, as amended from ti to time, subject to other pro sions contained in the Re lations, such as those for spe installations. Forms are provi covering all requirements of Act, and salesmen's and mech ics' licensing qualifications are out.

The foregoing article is the firs a series of six reports describ developments in Canadian lab legislation during the year; cluded is legislation enacted fore November 30, 1972. The maining five reports will deal w workmen's compensation; prenticeship and tradesme qualifications; labour standa human rights; and labour r tions. When the series is co pleted, the reports will be colla and reprinted under the title: **velopments in Labour Legislati 1972.**

(Mr. Langford is a member of Legislative Research Division the Department's Legislative search Branch.)

EACHERS AND COLLECTIVE GREEMENTS: A PUZZLE OR THE SEVENTIES

NDRÉ DULUDE

hers—members of the most ortant industry in Canada— acquired collective bargain- ights similar to those of work- n other sectors of the econ- **The power of teachers and eir respective provincial asso- ons cannot help but disturb ol board trustees and educa- al administrators**—and the ic. The '70s promise to be dif- t years for all three sectors, the morale, if not the legal, diction of the three under tion.

t is the structure of bargaining e teaching profession? Firstly, chers association considersit- both a union and a profes- sional organization; thus, the definition of employees' tasks becomes as important as wages.

Collective bargaining for teachers is like a game in which employer and employee move according to a carefully prepared strategy. The public, which pays for the education of its children through taxes, is relegated to the role of mere spectators. Lately teachers are beginning to notice the public's presence and are attempting to improve their image in the public's eyes.

The public believes that it should have a say in the bargaining process; for is it not the first element to be affected by a strike? And so the trustees, representing the public, must interpret and implement public opinion. Public opinion will always be more noticeable at the local level where bargaining tends to be treated as if carried out between friends; and **bargaining at the regional and provincial levels will require greater participation from the teachers associations** as far as the public is concerned.

Study sessions and rotating strikes are an increasing source of annoyance to parents and the public. Teachers are conscious that, before taking these legal sanctions, they have an immediate duty—to make known the subject matter of their claims and, above all, to make themselves heard.

As in the case of industry, it is inevitable that teachers and other employees of the school board

should have recourse to certain means of pressure. Whether it be the publication of a press release by Prince Edward Island teachers or a strike by Québec teachers, the gesture has the same meaning and is aimed at obtaining better economic and professional working conditions.

Again, as in the case of industry, school trustees have a mandate and are thus subject to moral and legal obligations; but they do not have the powers of industrial employers who must constantly keep an eye on profits. Education is a public service, and the role of the school trustee in representing the parents of the community can be compared to that of shareholders of a non-competitive firm—**for the pressures exercised by teachers rarely have any effect on the budgets administered by trustees.** Although trustees have responsibilities toward the parents of pupils, as parents themselves they are involved in the problems of both their children and their teachers.

The school board speaks on behalf of its immediate public, for whom it exercises its responsibilities: but it also has obligations at the regional and even at the provincial level. At all levels, the educational objectives remain the same for both parties, however, and, in principle, bargaining does not strive to weaken the employer's position at the expense of the employee or vice versa.

In Canada, elementary and secondary school teachers number more than 260,000 persons, covered by some 555 collective agreements. Each province has its own legislation concerning education, and each region or community within the province has its own collective agreement.

To better comprehend the trend of teachers' bargaining, one must understand the demands the profession makes concerning working conditions. Wages will always be an objective of prime concern, especially in the present economic situation, but the workload—the number of pupils in each class, hours of teaching, preparation of courses, supervision, length of the school year—contains many items for collective bargaining.

THE BARGAINING PROCESS

Seven out of 10 Canadian provinces have the right to bargain; all but Ontario, Newfoundland and Prince Edward Island provide for a bargaining process. Nevertheless, Ontario has real bargaining power; an amicable understanding between the teachers organizations and the Board of Trustees facilitates bargaining. The latest memorandum of the Ontario Teachers' Federation to the Minister's Committee on Negotiations Procedures reiterates the Federation's position and suggests that present bargaining procedures be maintained. **In Newfoundland, the teachers are optimistic that they will soon obtain the right to bargain collectively.** The teachers of Prince Edward Island reached an agreement with their Government in May 1971 on the establishment of new bargaining steps.

Teachers associations originated in urban centres. By the end of the 1920s, some had the privilege of being able to bargain with their respective school boards. After a long struggle with provincial departments of education, with school boards, and sometimes even with fellow teachers, eight provincial associations finally obtained the legal right to bargain according to procedures laid down by each provincial legislature.

Except in the provinces of Québec, New Brunswick and Saskatchewan, a bargaining unit corresponds to a school district. Let us take, for instance, the Province of British Columbia. In each school district, there is a local association of teachers affiliated with the British Columbia Teachers' Federation (BCTF). The collective agreement is negotiated between the school board and the corresponding local association. The province is divided into 74 school districts, and there are as many collective agreements signed.

J. A. Spragge, Assistant Director of the Economics and Welfare Department of the BCTF, has stated that **it is impossible to find a master agreement among the 74 agreements of the province.** The basic structure is always the same

dthere are only a few minor
ions in the agreements. The
ining unit is province-wide
uébec and New Brunswick,
egional in Saskatchewan.

composition of a bargaining
is a matter of continuing in-
t to teachers. School princi-
are the bone of contention
the point at issue being
her or not principals and
assistants should be part of
bargaining unit. This dilemma
source of friction to associ-
s—and to the school trustees,
would like to have the princi-
on their side. **The teachers as-
tions believe that a school
ipal is a qualified teacher
should be part of the bar-
ng unit in the same capacity
e others.**

bargaining procedure varies
one province to another, and
fate of the teachers is always
he hands of the bargaining
t. In Québec and New Bruns-
, two provinces geographi-
and ideologically close, the
incial teachers associations
s bargaining agents.

Alberta and Nova Scotia, the
tion is similar to that of the
other provinces, although the
aining units are local rather
provincial. The recognized
aining agents in Saskatche-
, British Columbia, Ontario
Manitoba are teachers of a lo-
r regional unit.

ief, step-by-step study of the
ent situation in teaching,
vince by province, at the ele-
ntary and secondary levels,
ws that **the structure of the
ements varies little within a
vince and even from one prov-
to another. The number of
ements and the bargaining
cedures, however, differ
kedly in each province.** We
l first examine the statistical aspects, then look into recent developments in the relationship between teachers associations and school authorities. It will be obvious that certain developments are likely to harm or help the smooth running of bargaining among teachers.

NEWFOUNDLAND

According to Gilbert Pike, President of the Newfoundland Teachers' Association (NTA), Newfoundland teachers should soon be negotiating their first collective agreement. The Association now has a membership of 6,681; only 54 teachers are not members. Wages are fixed unilaterally at the provincial level. Although legislation does not provide for official negotiations, several discussions have permitted the teachers to obtain sickness benefits, a pension plan and a provincial wage scale.

Every year during the last 10 years, the Association has met with representatives from the Department of Education or a committee composed of the ministers of Education, Finance and Provincial Affairs. This bargaining method has earned the teachers many wage benefits, improvements in pensions, and changes in legislation.

With regard to working conditions, **there exists in Newfoundland the problem of overcrowded classes; there can be as many as 40 pupils in a class.** In compliance with the School Attendance Act, children between the ages of 7 and 15 must attend school. A maximum of pupils for each class has not yet been established.

Working conditions for teachers are regulated at the provincial level, or at the local level, by a school board. Prior to 1969, Newfoundland was divided into 300 denominational school boards, an arrangement that gave teachers a certain degree of autonomy within each board. Today the province is divided into school districts, and the Association has 42 local units corresponding to each of the districts.

The legal counsel of the Association has drafted a bill concerning collective bargaining. The work was done in co-operation with a government subcommittee, and the new law could be passed at the beginning of the next session, possibly before the 1973 bargaining begins.

NOVA SCOTIA

The Teaching Profession Act gives Nova Scotia teachers the right to negotiate the terms and conditions of employment, including working conditions and benefits. The 10,000 teachers in the province begin their bargaining at the local level, and each local unit signs its own collective agreement. There are 70 school districts in the province and a corresponding number of collective agreements.

According to Mrs. B. Williams, Executive Secretary of the Nova Scotia Teachers' Union (NSTU), all the collective agreements follow the same pattern. One agreement is not more representative than another, but the same clauses are found in every district. **The 5 per cent wage guideline imposed by the Government became 7.6 per cent in May 1972.**

Most of the collective agreements make no mention of job descriptions. Although **Nova Scotia trustees have always considered job descriptions a non-negotiable management matter,** one important agreement—that of Dartmouth—provides that the supervision of pupils in buses and during the noon recess is no longer part of the teachers' duties. Under the Education Act, children between the ages of 6 and 16 must attend school.

The NSTU, the only body authorized to prepare conciliation cases, can ask the Minister of Education to form a conciliation board. Should this fail, the Minister may appoint a mediator. Teachers can use strike action as a means of pressure if the mediator is unable to get both parties to reach an agreement. The acquisition, in 1957, of the right to bargain has thus set a uniform process in motion, and made possible the signing of several similar agreements.

PRINCE EDWARD ISLAND

The teachers of Prince Edward Island still have no collective agreement; but, since last May, the Government, with the participation of the Prince Edward Island Teachers' Federation (PEITF), has established new collective bargaining regulations. Under these regulations, the bargaining steps are the consultation of parties, bargaining itself, conciliation, and compulsory arbitration.

A few amendments to the legislation should be mentioned. Under a new School Act, passed in November 1971 during a special session of the provincial legislature, some 300 school districts were consolidated into five regional administrative units, and the financing of education is now completely under the provincial Government. Under the School Act, PEI youth between 7 and 15 years of age must attend school. Other changes affect the Teachers' Pension Plan Act; additional benefits, and the reduction of years of service while maintaining full pension rights are the major amendments.

The Act setting up the Prince Edward Island Teachers' Federation (PEITF) also underwent an important change—namely, in respect to the definition of a teacher as "a person holding a teaching permit issued by the Department of Education, employed by a school board as a teacher, and professionally supervising or performing duties related to education.

As far as bargaining is concerned, **the School Act henceforth authorizes teachers to undertake negotiations on wages and benefits.** Forthcoming regulations will determine the procedure to be followed in these negotiations. Job security has also been acquired, as teachers who have been working with a regional administrative unit for three years are covered in case of dismissal and have the right to appeal. As a result, the PEITF and its approximately 1,500 employees, whose sole means of pressure was, for a long time, the issuing of press releases to the public or the sending of memoranda to the Government, now seem to be in a stronger position.

NEW BRUNSWICK

The one and only collective agreement in New Brunswick, existing between Treasury Board and the New Brunswick Teachers' Federation (NBTF), expired at the end of December 1972. As in the case of the Province of Québec, bargaining is carried out at the provincial level. The bargaining unit of the public elementary and high schools consists of 8,100 teachers in charge of approximately 175,000 pupils. Under the School Attendance Act, school attendance is compulsory between the ages of 7 and 16. The agreement, signed in June 1971, complies with the Act on labour relations in the public service, which provides that **everything is negotiable except pensions.** The superintendents, the assistants, and the administrators working outside a school district are excluded from the bargaining unit.

The present agreement contains rather interesting gains in the area of job descriptions. School boards provide schools with the services of stenographers and secretaries and decisive progress was made concerning hours spent on the preparation of courses, supervision of pupils, and the maximum number of pupils for each class.

The New Brunswick Teachers' Federation, bargaining agent for the teachers of the New Brunswick Teachers' Association (NBTA) and the New Brunswick French Teachers' Association (AEFNB), is particularly active in the field of pensions and has already made several recommendations on this subject. **The Federation has suggested, for example, that the pension of every retired teacher be increased to compensate for the direct increase in the cost of living index.**

The AEFNB is gradually carving out a place for itself in the circles that decide school policy in New Brunswick. It is organizing itself and intensifying its activities in the field of services to members and to education in general. The Asso

on participates in Federation ties at the level of the French uage Board and the Board of tors.

BEC

ially, the 1968 teachers' agree- in Québec expired on June 970. **The right to bargain was ed to Québec teachers in** . The province is divided into ral school boards. Bill 27, ed on July 10, 1971, deals with reorganization of school ds outside the Island of Mon- Since July 1, 1972, the 1,200 school boards have been ouped into 160 district boards are under the direction of the gional school boards set up in . The internal reorganization e Island of Montreal gave rise nany controversies, and con- uently Bill 28 was never ed; there are still 28 boards on sland of Montreal—15 Protes- and 13 Catholic.

the teachers, three associ- ns have entrusted the bargain- of their common agreement to o-ordinator. The Quebec chers' Corporation (QTC), the incial Association of Catholic chers of Quebec (PACT) and Provincial Association of Pro- ant Teachers of Quebec PT) have had **differences over basic issues of job security and king conditions.**

968, using the term "working ditions," the teachers made gestions concerning a max- m number of pupils for each s, a short grievance procedure, hours for meals, and super- on and preparation of courses. 972 they hoped to improve the efits gained. The QTC and its 00 teachers, the only one of three associations not to be af- ed with the Canadian Teach- Federation, has adopted the gan, "For a more humane ol."

The teachers have agreed to denounce certain points of the draft agreement still in dispute—especially the upgrading of teachers, their duties and their job security. Two concepts are being put forward: the teacher-pupil ratio, and the "PES" formula—that is, the number of periods, multiplied by the number of pupils, divided by the number of weeks in the school year. **They thus want to determine the duties unrelated to teaching.**

Bill 19, passed on April 21, 1972, temporarily suspended the right to strike in the public sector. On Saturday, April 22, the return to work was made compulsory. In the course of negotiations, **the affiliation with the Common Front was not a factor for success,** and the prohibitive cost of the negotiations did not help smooth the financial operation of the teachers associations. **Financial outlays far outweighed results.**

With negotiations thus deadlocked, the signing of an agreement appears more and more distant. In the absence of a collective agreement between the employer and the associations, the Lieutenant-Governor in Council will determine, by decree, the working conditions of the teachers until June 30, 1974.

This decree will be equivalent to an arbitration award rendered under the terms of the Québec Labour Code, retroactive from June 30, 1970. It will contain all the clauses initiated by the parties, together with the latest offers, proposals and conditions related to these clauses. Here the term "employer" refers to the representatives of the Québec Department of Public Service, Labour Relations Branch, Education Division, and the delegates of the Federation of Catholic School Boards and the Québec Association of Protestant School Boards.

In the present state of negotiations in the Province of Québec, **one might well ask what is going to be decided about pedagogical methods and the time spent on the preparation of new programs.**

ONTARIO

Negotiations in Ontario always take place at the local level between the school board and the teachers. The province is divided into 183 school boards, according to the latest report from the Minister of Education. There are approximately 209 bargaining units and a corresponding number of collective agreements—namely, 79 at the elementary level, 73 at the high school level, and 57 at the Separate or Roman Catholic level. According to W. A. Jones, Assistant Secretary-Treasurer of the Ontario Teachers' Federation, **"there is no master agreement."** Under the Schools Administration Act, young Ontarians between the ages of 6 and 16 must attend school.

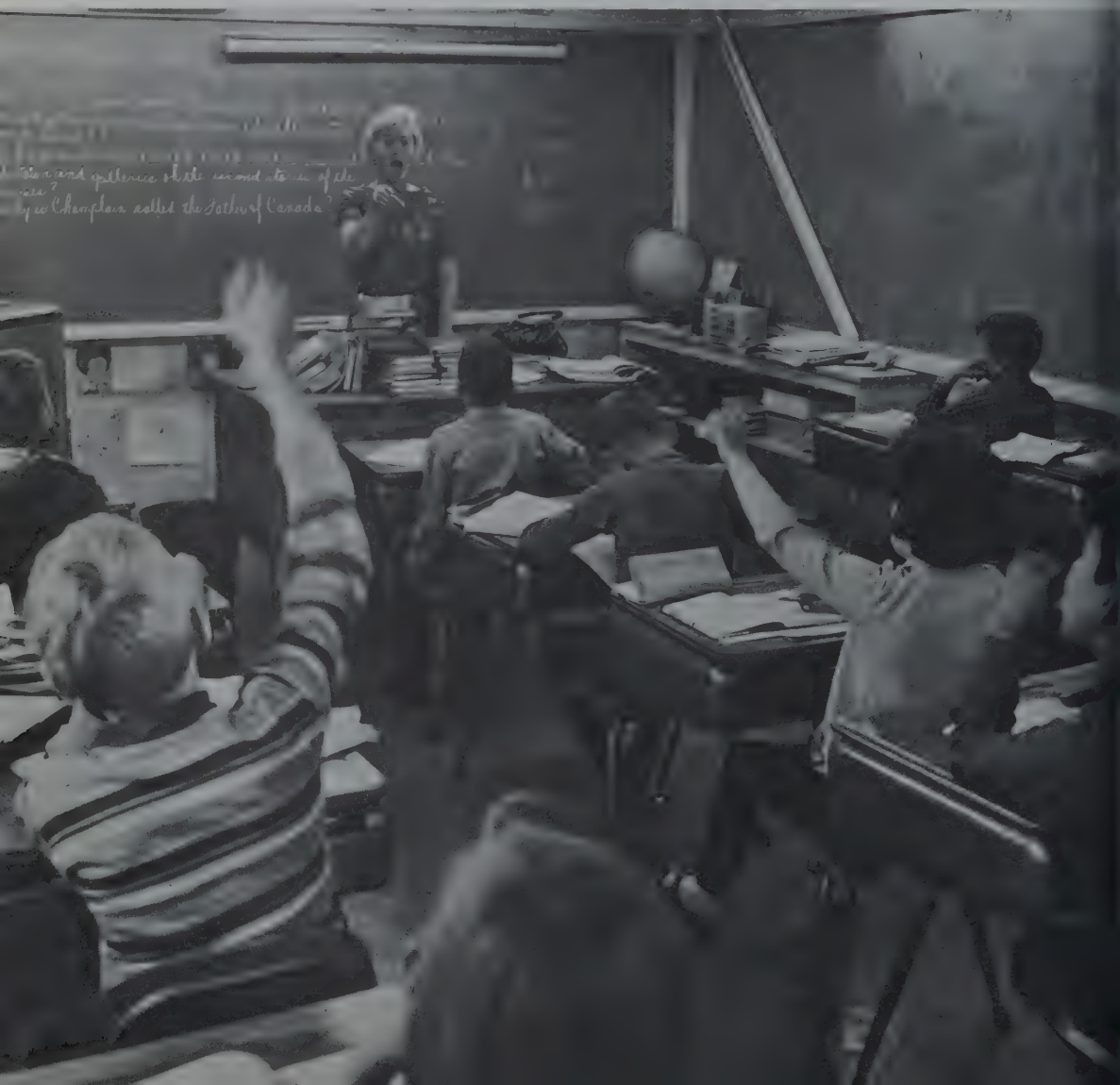
The trustees of the province are known for their firmness on negotiable working conditions. They wish to maintain their rights in this field. According to the recommendations submitted to the Minister's Committee on Negotiations Procedures, the Ontario Teachers' Federation (OTF) wishes to keep the present bargaining procedures. Although admitting to a few

weaknesses, the Federation of the five organizations of Ontario teachers states that bargaining must be carried out at the local level between the school board and the teachers. The Federation's document emphasizes the importance of the relations between the teachers, the trustees and the administrators if the education programs of each school board are to be improved. **The OTF suggests also that the negotiators for the teachers be relieved of teaching duties.**

Some 104,000 teachers are represented by the OTF. Besides its participation in the Minister's Committee on Negotiations Procedures, the Federation has sat on Cabinet committees looking into such matters as school programs, and the evaluation and certification of teachers. The pressure of present economic restrictions, however, has forced the Federation to reduce its activity in the fields of wages and other working conditions. **The fate of employer-employee relations is thus being decided within a number of Cabinet committees, and both parties are the better off for it.**

MANITOBA

All public school teachers in Manitoba are paid under the terms of collective agreements negotiated by the regional or division associations of the Manitoba Teachers' Society. Each of these associations plays the role of bargaining agent and bargains on be



of several local units. The 48 nal associations have signed oximately 100 collective ements. The local units within gional association can make mmendations concerning the aining procedures, but cannot the final decisions. Under the ol Attendance Act, children veen the ages of 7 and 16 must id school.

Manitoba Teachers' Society rds job descriptions as the r item in a collective agree- t. According to Manitoba leg- on, a collective agreement the working conditions and, ourse, the wage scales. A few ed agreements mention the allocated to extra-curricular vities, the preparation of ses, and the supervision of dren. Once again, job descrip- s appear to be the main issue the 1970s—and Manitoba's hers are optimistic.

Schreyer Government is on verge of making an important sion. Under the Manitoba La- r Relations Act, in force since July, 1972, every worker ex- teachers, firemen and public ants may use strike action as a ns of pressure. Now, accord- to the experts, **it is quite pos- e that the legislation will be nded early in 1973 to enable teachers to strike,** if necessary. er provinces will be watching elopments closely to deter- e whether or not the present ralization of the collective bar- ing system will help the in- rial relations climate in Mani- a.

KATCHEWAN

Saskatchewan the bargaining corresponds to the regional ol administration. The 11,058 nized teachers of the province are divided among 13 units negotiating as many collective agreements. A major change occurred in 1968 when the 123 local bargaining units were reduced to 13 regional units. The next steps should now be designation of the Saskatchewan Teachers' Federation (STF) as sole bargaining agent, and the signing of a single agreement.

The STF wants to have adopted a law and regulations authorizing bargaining at the provincial level—that is, **one single collective agreement negotiated between the provincial Government and the Federation.** Moreover, an inquiry committee on bargaining for teachers has been set up.

Certain articles concerning compulsory arbitration provided for under the Teacher Salary Agreements Act have been abrogated. The appointment of the chairman of an optional arbitration board will henceforth be made by the Chief Justice of Saskatchewan, rather than by the Minister of Education. **Important improvements in the benefits paid to retired teachers were also made,** owing to certain amendments to the Teachers' Superannuation Act. Under the School Attendance Act, school attendance is compulsory between the ages of 7 and 16.

ALBERTA

Legislation in Alberta grants collective bargaining to its teachers, who are the first in Canada to obtain the right. Under the Alberta Labour Act, a local bargaining unit does not play the role of bargaining agent, but it can unofficially negotiate with its school board. The Alberta Teachers' Federation (ATF) comprises 76 affiliated local unions, and 20,974 teachers are distributed among its various associations.

A local association may contain five to six bargaining units, the number thus corresponding to the number of school boards. In 1971, there were seven associations, representing 54 school boards and 88 collective agreements. At the present time, there are 51 districts, 22 divisions, and eight associations—that is, a total of 81 collective agreements.

Under the School Act, Alberta children between the ages of 6 and 16 must attend school. **There is no master agreement in the province, but the Teachers Association gives each bargaining unit an agreement sample. Each unit is free to follow this model or introduce changes.**

The bargaining procedure, defined according to the Alberta Labour Act and the School Act, follows six steps. Should local negotiations fail, a delegate of the ATF takes over; should the latter fail in turn, the matter will be referred to a conciliator, to a conciliation board, and to mediation. Should the parties fail to reach an agreement, the teachers will go on strike. **The two main characteristics of the process are, first, its flexibility and, second, the two conciliation steps:** the conciliator and the conciliation board are prepared to find ways to get the parties to agree.

Future negotiations in Alberta will depend a great deal on the attitude of the new Lougheed Government. Contracts and consultations with members of the Government became more frequent during the past school year. The ATF does not seem to be pleased with the decision of the school boards to establish regional bargaining; the system is blamed for its complexity and lack of flexibility.

As agreed, pension benefits will be improved. The teachers also insist that there should be prior consultation, in such a way that a school board may know the opinion of at least one teacher before issuing a regulation. Regarding working conditions as such, several agreements define the duration of the school day, week and year for the teacher; but the ATF would like the dividing line to make a clearer distinction between hours of teaching and hours of service.

BRITISH COLUMBIA

There were 23,000 teachers in British Columbia in 1971-72, and of these, 22,800 were members of the British Columbia Teachers' Federation (BCTF). In each school district, there is a local teachers association, each affiliated to the BCTF. Collective agreements are signed by the school boards and the local teachers associations. The province has 75 school districts and there are 75 collective agreements. Under the Public Schools Act, children between the ages of 7 and 15 must attend school.

Strong feelings were aroused on the subject of collective bargaining during the 1971-72 school year. The now famous Bill 3 was sanctioned last March 30, but the teachers aren't happy with the amendments it brought to the Public Schools Act. **Legislation will henceforth impose a ceiling of 6.5 per cent on the percentage of annual salary increments;** any increase greater than that must be ratified by a referendum su ported by 60 per cent of tax-pa ing property owners. Response the amendments was insta taneous, and the teachers attack the Government from all sides.

Adam Robertson, President of t BCTF, accused the then Benn Government of wanting to depri teachers of their bargaining righ He called upon all teachers to sist any action of the Social Cre Government and urged his fell members to undertake politi action.

When W. A. C. Bennett was d feated in the 1972 summer ele tion, the new New Democra Party Premier, Dave Barrett, pro of the 38 seats won by his pa out of a total of 55, promised century of popular governmen **The political action of the B teachers played a part in t crushing defeat of the Soc Credit party,** and the teachers w not hesitate to remind Barrett this fact. The relations of the BC with the Bennett Administrati had sufficiently deteriorated worry the population. Forthco ing exchanges with the new Go ernment will therefore be of gre interest because of the strate position of the teachers.

YUKON AND NORTHWEST TERRITORIES

To complete the inventory of t collective agreements of Canadi teachers, one must not forget mention those of the Yukon Te tory, the Northwest Territories a the District of Yellowknife. T approximately 10,000 teachers these faraway regions look af more than 18,000 children w must attend school between t ages of 6 and 15.

e Yukon, **this year's negotia- have borne fruit, and the As- ation has managed to sign its agreement,** valid for a two- period. The school year will eforth last a maximum of 200 , and the **average wage in- se for the teachers will be 7.8 cent a year. A joint consulta- committee, comprising two bers of the Government and members of the Association examine problems common oth parties.** As of September , the Yukon teachers will no er be entitled to a service us (additional pay in terms of ecutive years of service in the tory).

iceable among Northern hers and their associations is a ambition to exert constant sure on their respective Gov- nents to break new ground in field of education. New pro- ns should improve the quality eaching, and at an early date. Northwest Territories Teach- Association will also hold thly consultations with its loyer.

CHERS ON THE MOVE

he start of the 1972 term, the essional staff of elementary secondary schools was esti- ed at 260,000 teachers. Not ng into account the collective ements already signed, un- ed or about to be signed, there uld be 555 contracts to be otiated between Canadian hers and their employers, the vincial Governments.

already, **two provinces, Qué- and New Brunswick, have one single collective agree- nt,** signed by the Departments of Education and the teachers associations. **The Yukon and Northwest Territories** and the Yellowknife Catholic School Board **also have a single agreement.**

Saskatchewan teachers openly admit their preference to negotiate only one provincial agreement. In B.C., the teachers are more interested in political action than in province-wide bargaining; but in the neighboring Province of Alberta, the school systems are grouping more and more into associations. Manitoba also is showing a tendency to regroup, and the Province now has only 48 regional associations.

Ontario is more conservative, with its 183 school boards and 209 teacher-school board agreements. In Prince Edward Island, one no longer speaks in terms of 300 school boards, but rather of five regional administrative units. In Newfoundland, the teachers are determined to acquire from the Government the legal right to collective bargaining. Teachers are on the move everywhere in the country, taking action from east to west. They are grouped in associations or federations, and enlarging the school districts has made it easier for them.

Teachers tend to put their faith more in bargaining than in economic sanctions. Because of this strong centralizing tendency, they will become more and more dependent on the vigour of their delegates at the bargaining table. The slightest wrong move on the part of a leader of a teachers association will cause all its members to feel the effects of misjudged orientation. This is the price to be exacted by any centralization and any regrouping.

The teacher, who is a representative of the public and subject to the remonstrances of tax-paying parents, must entrust his or her fate to the handful of men and women who represent them before management. Hence the delicate position. Moreover, education is composed of two parts—teacher and pupil; and **the welfare of the latter must retain top priority, even as teachers try to improve their working conditions.** A concerted effort toward this goal must be made by the provincial departments of education and the provincial teachers associations.

Teachers associations, often affiliated with central labour congresses, may hold views that are not fully shared by their members. In the resolving of their differences, the 1970s will mark a turning point.

(André Dulude, the author of the foregoing article on the collective agreements of teachers, was a staff writer with **La Gazette du Travail** during the summer of 1972. He is now finishing a course at the School of Journalism, Laval University. He was interested in the aspects of collective agreements peculiar to each of the provinces and conducted his research through interviews with the provincial teachers associations and especially the Canadian Teachers' Federation. The opinions expressed in the article are those of the author. They do not necessarily reflect the views or policies of the Canada Department of Labour).

PRICE INDEXES

CONSUMER, OCTOBER

The consumer price index (1961 = 100) rose 0.1 per cent to 142.0 in October from 141.8 in September, the same percentage increase recorded between these two months in 1970 and 1971.

Food prices declined 1.0 per cent. The index for all items, excluding food, increased 0.6 per cent, chiefly because of advances in the clothing index of 1.5 per cent, and in the components for housing and for health and personal care of 0.8 per cent. The recreation and reading index rose 0.1 per cent and the transportation component decreased 0.2 per cent. There was no change in the tobacco and alcohol index. Between October 1971 and October 1972 the all-items index advanced 5.3 per cent.

The food index declined 1.0 per cent to 145.3 in October from 146.7 in September. In October the price level of food consumed at home dropped 1.3 per cent, mainly because of lower quotations for fruit, vegetables and beef; but restaurant meal prices rose 0.6 per cent as increases were registered in several cities.

Fruit prices, on average, declined 4.9 per cent, owing to seasonally lower quotations for apples and some other fresh fruit. Most canned, dried and frozen fruit rose in price. The vegetable index declined 3.0 per cent because lower prices for many of the fresh items outweighed increases for a number of canned and frozen vegetables.

In the 12-month period October 1971-1972, the vegetable index increased more than 13 per cent, and the fruit index by more than 7 per cent. In the latest month, the meat, fish and poultry index advanced 0.5 per cent. Pork rose 1.6 per cent, with most cuts contrib uting to the increase; chicke prices advanced 3.0 per cent; an beef declined 1.2 per cent, be cause in several cities there wer special prices on some cuts.

Since October 1971, the meat, fis and poultry index rose more tha 15 per cent, with pork prices ad vancing, on average, more than 2 per cent. Between September an October, egg prices declined 1 per cent, but were still about 1 per cent above their level of a ye ago. The bakery and cereal prod ucts index rose 0.3 per cent in th latest month, as most items su veyed, including bread, registere increases.

Increases were recorded also fo some dairy products, includin fluid milk, sugar, coffee, so drinks and infants food. The were some decreases in a fe items such as jam, pickles and te bags. During the period Octob 1971 to October 1972, the food i

advanced 9.2 per cent. The of food consumed at home ased 9.5 per cent, and that for urant meals, 7.4 per cent.

housing index advanced 0.8 ent to 145.2 in October from in September owing to an ase of 1.0 per cent in the shel- mponent and of 0.2 per cent e household operation com- nt. The shelter advance was d mainly by a 1.5 per cent in- e in the home-ownership ele- . Rents rose 0.2 per cent. ng household operation , a number of household lies, including detergents, flakes and toilet paper, were r in price.

ture quotations, on average, 0.2 per cent, and household es, utensils and equipment s declined. The telephone in- egistered a slight increase as r rates were recorded in Saint . Between October 1971 and ber 1972 the housing index nced 4.8 per cent.

clothing index rose 1.5 per to 134.4 in October from in September. Women's and ren's wear price levels in- ed, on average, 2.6 per cent use of higher quotations for e outerwear items and also use of the discontinuation of . The men's wear index ad- ed 0.8 per cent because of er prices for suits, slacks, s, and work and sport shirts. price level for business shirts was lower owing to sales in some cities. Footwear prices rose 0.5 per cent mainly because of higher quotations for men's shoes. Piece goods prices and jewellery prices also advanced. Between October 1971 and October 1972 the clothing index rose 3.1 per cent.

The transportation index moved down 0.2 per cent to 134.1 in October from 134.4 in September because of lower price levels for inter-city travel and for automobile operation. A decline in the train fares index was responsible for a reduction of 1.1 per cent in the travel component, which more than offset some increases in air and inter-city bus fares. A decrease of 0.2 per cent in the automobile operation component, resulting from lower gasoline quotations in a number of Quebec and Ontario cities, brought gasoline prices to an average level slightly below that of October 1971. Motor oil quotations in the latest month were higher in many centres across the country and were 4.3 per cent above their level of a year ago. The transportation index was 2.3 per cent higher than in October 1971.

The health and personal care index advanced 0.8 per cent to 151.2 in October from 150.0 in September. The health care component increased 1.5 per cent, owing to generally higher dentists' fees. The personal care index rose 0.3 per cent because of increased prices for toilet soap, toothpaste and razor blades. Between October 1971 and October 1972 the health and personal care index advanced 5.3 per cent.

The recreation and reading index rose 0.1 per cent to 140.3 in October from 140.2 because of higher charges for admission to sporting events. Hockey ticket prices rose in Halifax, Montreal, Regina, Saskatoon, Calgary and Edmonton, and bowling fees increased in several cities including Toronto, Winnipeg and Vancouver. In October 1972 the recreation and reading index was 2.9 per cent above its October 1971 level. The tobacco and alcohol index was unchanged from its September 1972 level of 132.9 and was 2.5 per cent above its level of October 1971.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index advanced 0.7 per cent between September and October because of higher prices for shelter services, admission to sporting events, and increased dentists' fees. The total commodities index declined 0.2 per cent as the 1.0 per cent reduction in the food price level outweighed a 0.6 per cent advance in the price of non-durable commodities other than food, chiefly attributable to higher quotations for clothing, household cleaning supplies and toiletries. Between October 1971 and October 1972, the index for total services advanced 5.3 per cent and for total commodities 5.2 per cent.

CITY CONSUMER, OCTOBER

Between September and October, consumer price indexes (1961=100) declined in eight regional cities, remained unchanged in Saint John and Edmonton-Calgary, and rose in Vancouver and Saskatoon-Regina. The movements ranged from a decline of 1.1

per cent in Québec City to an increase of 0.1 per cent in Vancouver and Saskatoon-Regina.

Lower prices for most fresh vegetables, apples, turkey and many beef cuts were the main contributors to the decline of food prices in all the cities surveyed.

Higher prices were recorded for restaurant meals, many pork cuts, bread, and, in Winnipeg and St. John's, fluid milk. Increased rents and higher prices for some cleaning supplies were partly responsible for the rise in the housing indexes of nine regional cities. The clothing indexes that normally advance in October increased in all cities except Québec, where it remained unchanged, and in St. John's where it decreased 0-1 per cent.

The increases in the clothing components were caused mainly by higher price levels for women's and children's wear, especially outerwear items. The transportation index for all regional cities except Québec showed little movement from the preceding month. The decline of 1.4 per cent in Québec City reflected lower gasoline quotations.

The health and personal care components advanced in all of the regional cities. The contributing factors were higher dentists' fees and increased prices for toilet soap, toothpaste and razor blades. Higher prices for hockey tickets and increased bowling fees resulted in rises in the recreation and reading indexes of nine cities; they were unchanged in three others. In October 1972, the tobacco and alcohol indexes were unchanged in all regional cities.

Regional consumer price index point changes between September and October were, on the base 1961=100: Saskatoon-Regina +.1 to 129.8; Vancouver +.1 to 133.2; Saint John 132.7 (unchanged); Edmonton-Calgary 134.6 (unchanged); Winnipeg −.1 to 135.1; Ottawa −.3 to 137.6; Halifax −.4 to 132.4; Toronto −.4 to 136.2; Montreal −.6 to 132.3; St. John's −.7 to 131.4. On the base 1969=100: Thunder Bay −.4 to 108.5; Quebec City −1.2 to 107.1.

City indexes are not as comprehensive in price content as the Canada consumer price index, and may under estimate slightly the degree of price movement occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index.

As a result of home-ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities underestimate somewhat the rates of price increases, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

WHOLESALE

The general wholesale price index (1935−39=100) rose 1.4 per cent in October to 318.5 from the September index of 314.0. It was 9.3 per cent higher than the Octobe 1971 index of 291.3. Five majo group indexes were higher an three declined.

The vegetable products group in dex rose 2.5 per cent in October t 259.2 from 252.9 on higher price for grains, tea, coffee and coco vegetable oils, and sugar and i products. The price of wheat ros 14 per cent between Septembe and October, and was 34 per cen higher than in July.

In the wood products group, th index advanced 2.5 per cent t 454.5 from 443.5, reflecting pric increases for spruce, cedar and fi Higher prices for pipe and tubin wire and rolling mill product were mainly responsible for an in crease of 1.3 per cent to 327.4 fro 323.2 in the iron products grou index.

The animal products group inde advanced 1.0 per cent to 380. from 376.4 on price increases fo leather, livestock, hides and skin and cured meats. An increase o 1.0 per cent to 283.8 from 280.9 oc curred in the textile product group index on price increases fo imported and domestic raw woo and raw cotton.

Slight decreases occurred in thre major groups indexes: non-ferrou metals to 271.1 from 271.6; chem ical products to 245.2 from 245. and non-metallic minerals to 234 from 234.8.

ENERAL TOPICS

OYMENT REVIEW

e were increases in employ- and unemployment be- n September and October. In ntage terms, the increase in oyment was about the same ne usual change between two months; the increase in nployment was somewhat han usual. **This resulted in a ease in the seasonally ad- d unemployment rate from n September to 6.9 in Octo-** The labour force increased 8,840,000 in September to ,000 in October, and com- d with a year ago, advanced 00 or 2.1 per cent. These fig- are not adjusted for season-

employment level, not ad- d for seasonality, increased 8,381,000 in September to ,000 in October. A year ago, were 8,251,000 persons em- ed—144,000, or 1.7 per cent r than in October of this year.

There were 483,000 unemployed persons in October compared with 459,000 in September and 447,000 in October 1971. These figures are not seasonally adjusted. The unadjusted unemployment rate, representing the actual number of unemployed as a per cent of the labour force, was 5.4 in October and 5.2 in September.

The seasonally adjusted employment level increased from 8,310,000 in September to 8,328,000 in October. The employment level increased for men 25 years old and over, and for persons 14 to 24 years of age. The level decreased for women aged 25 and over. Slight employment increases were recorded in all regions except the Prairies where there was a small decline.

The seasonally adjusted unemployment rate was 6.9 in October. The rate increased for persons aged 14 to 24 and decreased for persons 25 years of age and over. The unemployment rate decreased in British Columbia and showed little or no change in the other regions.

FEBRUARY CREDITS

Photos. NFB: Cover, p. 90, 94, 96, 113. Thomas Studio of Portraiture (Ottawa) Ltd.: p. 70, 76. Barney Gloster Studios, Windsor, Ont.: p. 70. Peter of Holland Photographers, Toronto, Ont.: p. 72. Studio Karel Photographer: p. 89.

EMPLOYMENT FATALITIES IN CANADA APRIL 1970 TO MARCH 1972

(For many years the Economics and Research Branch of the Canada Department of Labour has compiled and published statistics on employment fatalities in Canadian industry. The latest statistics are given in the accompanying tables. These have been prepared for the two-year period April 1970 to March 1972.)

There were 1,044 industrial fatalities in the period April 1971 to March 1972, compared with 1,045 in the period April 1970 to March 1971. These fatalities occurred among persons gainfully employed, and happened during the course of, or arose out of, their employment. They include deaths from industrial diseases.

Multi-fatalities. There was a marked increase in multi-fatalities related to activities in the transportation and construction industries in the 1971-72 period compared with the 1970-71 period. Multi-fatalities resulting from explosion or fire, and drowning, decreased sharply. In general, multi-fatality accidents increased by 60 per cent, and related deaths by 11 per cent (see Table 1.)

Fatalities by sex. As shown in Table 2, men constituted two thirds of employed workers and 99 per cent of total fatalities in both the 1970-71 and 1971-72 periods. Women comprised one third of workers employed and 1 per cent of total fatalities.

Fatalities by occupation. From 1970-71 to 1971-72, primary-manual employment increased by 2 per cent, or 58,000 workers, and fatalities rose by 1 per cent from 668 to 674. White-collar service employment increased by 3 per cent, or 169,000 workers, and fatalities decreased by 2 per cent from 377 to 370 (see Table 2.)

Fatalities by industry. Table 2 shows that **workers in goods-producing industries,** who constituted more than one third of all workers employed, **accounted for almost two thirds of total fatalities** in both time periods. Employees in service-producing industries formed nearly two thirds of workers employed, and on slightly over one third of total talities.

Fatalities by region. Employme increased in the Eastern Region 2 per cent, in Ontario by 3 p cent, and in the Western Regi by 4 per cent, from 1970-71 1971-72. Fatalities declined 13 p cent in the Eastern Region, creased by 13 per cent in Ontar and rose by 2 per cent in t Western Region (see Table 2.)

Incidence rates. In the 1971-72 p riod, there were 1,044 fatalities an employed labour force tot ling 8,148,000. The incidence rat the relationship between fatalit and number of workers—was 0.0 for the 1971-72 period, the same in the 1970-71 period. Regional the Eastern Region incidence ra decreased from 0.013 in the 19 71 period to 0.012 in the 1971 period, the Ontario rate increas from 0.010 to 0.011, and the We ern Region incidence rate was u changed at 0.017.

TBLE 1—MULTI-FATALITIES, APRIL 1970 TO MARCH 1972

Multi-fatality	Accident		Death	
	1971/72	1970/71	1971/72	1970/71
Drowning	4	4	15	33
Explosion or fire	6	8	13	20
Transport accident	16	6	37	14
Construction mishap	6	2	14	4
Total	32	20	79	71
Percentage change	60%		11%	

TBLE 2—EMPLOYMENT FATALITIES BY SEX, OCCUPATION, INDUSTRY AND REGION, APRIL 1970 TO ARCH 1972

Analytical Category	Workers Employed* (Thousands)		Percentage of Total		Percentage Change	Fatalities†		Percentage of Total		Percentage Change
	1971/72	1970/71	1971/72	1970/71	(1970/71-1971/72)	1971/72	1970/71	1971/72	1970/71	(1970/71-1971/72)
Men	5,433	5,322	66.7	67.2	2	1,034	1,037	99.0	99.2	0
Women	2,715	2,599	33.3	32.8	4	10	8	1.0	0.8	25
Primary—manual occupations	2,962	2,904	36.4	36.7	2	674	668	64.6	63.9	1
White-collar—service occup.	5,186	5,017	63.6	63.3	3	370	377	35.4	36.1	− 2
Goods—producing industries	3,045	2,981	37.4	37.6	2	651	643	62.4	61.5	1
Service—producing industries	5,103	4,940	62.6	62.4	3	393	402	37.6	38.5	− 2
Eastern region	2,822	2,771	34.6	35.0	2	327	374	31.3	35.8	−13
Ontario	3,117	3,016	38.3	38.1	3	339	300	32.5	28.7	13
Western region	2,209	2,134	27.1	26.9	4	378	371	36.2	35.5	2
Canada	8,148	7,921	100.0	100.0	3	1,044	1,045	100.0	100.0	0

*Statistics Canada estimates, Catalogue 71-001. †Preliminary.

DECISIONS OF THE UMPIRE

CUB 3138. Stating that he had last been employed as a general clerk for the . . . Company from September 1, 1970 to October 1, 1971, inclusive, at a weekly salary of $120, the claimant, age 25 and single, filed an application for benefit on October 1. He left his employment and returned to university because "he did not like the job" he was doing, but stated that he was available for work. On October 20, the employer reported to the District Office of the Commission that the claimant had terminated his employment to return to university.

On October 18, the claimant completed a Trainee Student Questionnaire showing that he had started an academic course at the University of New Brunswick on October 4, 1971 and that it was scheduled to terminate April 30, 1972. In reply to the question "What hours per day and days per week are you ready to work immediately before your course is terminated?" the claimant, said "Full time, Monday to Friday, should a job become available." He indicated that he was paying $650 tuition fees and that he had not received or applied for a training allowance.

In view of the foregoing, the insurance officer notified the claimant on October 27, 1971, that pursuant to Sec. 41(1) of the Act he was disqualified from receiving benefit "for the first three weeks for which benefit would otherwise be payable" as he had voluntarily left his employment without just cause. The claimant was informed also that payment of benefit was suspended indefinitely from October 10, 1971 as he had failed to prove his availability for work because he was attending a full-time course of instruction (Sec. 25(a) of the Act).

The claimant appealed to the Board of Referees on November 2 and stated it was not the case that he was enrolled in a full-time university program, he was enrolled in a partial day program, with only three courses involved and two extension courses that take place in the evening. "I have followed this extension program for the past five years with the exception of the 1969-70 academic year when I withdrew from employment and did enrol in a full-time university program. At this time I made no application for unemployment benefit as I was not available for work during that academic year . . . Of the three day courses in which I enrolled, at least one can be transferred to the evening program. The other two will be dropped immediately upon employment. I chose my course very carefully so that I would be able to work and further my education at the same time as in past years . . . I am available for work the very moment it becomes available . . ."

The claimant had enclosed with his letter of appeal a declaration, dated November 2, from the Business Manager of the University of New Brunswick to the effect that the claimant was a special student taking three courses during the day and two at night, one of which could be transferred to the night section.

The claimant was present at t hearing of his case by a Board Referees and his oral testim was substantially the same as declarations quoted above. told the Board that he would minate his day courses at any ti he was offered employment, that if he did not receive so remuneration from the Une ployment Insurance Commissi he would be forced to leave u versity. The Board found that claimant had not shown just ca for voluntarily leaving his empl ment, and also that he had proven his availability for w since October 10, 1971. The Bo thought the Act did not adeq tely cover a situation such as a s dent's acquiring credits throu night courses, and transferring courses to night courses in or to become available for w They were impressed with the cerity of the claimant and pressed the view that should consider it in his best interests appeal their decision to the U pire, this would be unanimou agreed upon by the Board, as Umpire's decision would be guidance for them in future ca of this kind. By unanimous de sion, the Board dismissed the peal on both the question of v untarily leaving and that availability for work.

On December 13, the claimant quested leave to appeal to Umpire and declared, inter a that his contention of availabi for work was completely nullifi by his attendance at universi that he "could not prove" availability until a job was fou that he was searching for w without much luck; and t should he obtain employment, would not return to university. December 15, the claimant dressed a letter to the Chairman the Board of Referees in supp of his claim. Permission to app to the Umpire was granted on D cember 22, at which time t Chairman said that according

Board there was a principle of portance attached; that the imant in his appearance before Board seemed most sincere; that they felt the Umpire uld review cases of this nature.

owing is the text, in part, of the ervations of the Commission's ef, Entitlement Determination:

several decisions, the Umpire decided that leaving employnt for the purpose of attending ourse (CUBs 1154, 1641, 2491) imply because of a dislike for a (CUBs 463, 707, 905, 2303) did constitute just cause within meaning of the Act. However, t question should not have en submitted to the Board of erees as the claimant did not peal from such disqualification. grounds for appeal against the ard's decision relate only to his ilability for work. This is the e question being put before the pire.

Where a presumption of nonilability arises because of a imant's attendance at a course, ticularly if he has left full-time ployment and incurred subntial expenses to attend the urse, mere statements of availility are generally insufficient to ve that he is available for work UBs 765, 864, 880, 1249, 1302, 91, 2805 and 2926) as required Sec. 25(a). In an attempt to ve that he was really available work, the claimant explained t out of five courses only three re given during the day; that e of these could be converted a night course; that he would quite prepared to abandon the t two day courses and that he d sought employment while atding university. Although he found it necessary to submit a ttement from the university owing that he could revert a one day course to a night course, he has supplied no evidence to show that he had visited employers and applied for work of a type that he could reasonably expect to obtain. His statement that two day courses would be dropped immediately upon employment is in conflict with the explanation given to his employer—that he was leaving work to return to university.

"The claimant's appeal to the Board of Referees was to the effect that, having to pay for regular expenses such as food and rent, he was in need of money and that work was essential for him. But this does not explain why he left a full-time job paying $120 a week just before his courses commenced, when he had no prospect of any other work.

"As for the Christmas vacation during which his courses were temporarily interrupted, it appears that such period of availability for work was too limited in scope and duration to meet the requirements of Sec. 25(a) of the Act (CUBs 1189 and 2003).

"Therefore, it is submitted that the claimant has failed to prove that he is available for work and his appeal should fail."

The issue is whether the claimant was available for employment within the meaning of Sec. 54(2)(a) of the Act while attending university, the Umpire said.

"The claimant's endeavours to further his education are commendable and his need for money is unquestioned, but these are not considerations that can be taken into account by the adjudicating authorities in favour of the claimant. The determination of the issue must be made on the basis of other relevant considerations.

"In the claimant's letters there is an inference that taking a job would mean a dropping of his day courses. I gather from his letters, however, that payment of benefit would likely make it possible for him to stay at university without dropping or changing any of the courses for which he signed. This raises the question whether his primary concern is to find a job, with resultant dropping of courses part way through the term, or to receive payment of benefit and stay with his courses at the same time."

Certain facts stand out, he continued. The claimant gave up a job paying $120 a week shortly before commencement of the university fall term. He obtained a student's loan for the academic year, enrolled for that full year; and paid tuition fees of $650 for the full year. He had day classes in the middle of the week on Tuesdays, Wednesdays and Thursdays, as well as night classes.

The Commission's Chief, Entitlement Determination, has referred to the decisions of Umpires commenting on a presumption of nonavailability of persons attending university at classes that would normally interfere with regular employment, particularly when coupled with payment of substantial tuition fees and giving up a job.

In numerous Umpire's decisions it has been said that the Umpire is not justified in overruling a decision of a Board of Referees unless he finds that the Board failed to consider all the evidence, or followed a wrong principle; that the decision is contrary to established jurisprudence or lacks evidence to support it; or that it is unreasonable or otherwise erroneous. In the present case the Board of Referees heard the claimant in person, and I am not able to find that the unanimous decision was erroneous and should be overruled. The appeal is dismissed.

CONCILIATION

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

Radio Trois Rivières Inc., Montréal, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: S. T. Payne).

General Aviation Services Ltd., Toronto, Ont., and International Association of Machinists and Aerospace Workers, Lodge 717 (Conciliation Officer: H. A. Fisher).

National Harbours Board, Québec, Qué., and Public Service Alliance of Canada (Conciliation Officer: G. R. Doucet).

Northern Industrial Carriers Ltd., Edmonton, Alta., and General Teamsters, Local 362 and General Truck Drivers' and Helpers' Union No. 31 (Conciliation Officer: A. A. Franklin assisted by D. H. Cameron).

Canada Tungsten Mining Corporation Limited, Tungsten, N.W.T., and United Steelworkers of America, Local 953 (Conciliation Officer: R. F. Langford).

Terminus Maritime Inc., Québec, Qué., and le Syndicat National des Débardeurs de Quais de Baie-Comeau (CSN) (Conciliation Officer: G. R. Doucet).

General Aviation Services Lt Dorval, Qué., and Internatio Association of Machinists a Aerospace Workers, Lodge 23 (Conciliation Officer: S. T. Payne

Canada Coachways (Alberta) Lt Calgary, Alta., and Amalgamat Transit Union, Division 1374 (Cc ciliation Officer: A. A. Franklin).

Settlements by conciliation o cers. Canadian Broadcasting C poration and Radio Producers A sociation (Conciliation Officer: R. Doucet) (LG, Jan., p. 54).

a Compagnie Gaspésienne de
adiodiffusion Limitée, New Car-
s, Qué., and le Syndicat des
nployés de C.H.N.C. (CSN)
Conciliation Officer: J. J. de
Gaspé Loranger) (LG, Jan., p. 54).

Canadian National Hotels Limited
Macdonald Hotel), Edmonton,
lta., and Hotel and Restaurant
mployees' and Bartenders' Inter-
national Union, Local 93 (Conci-
ation Officer: George W. Rogers)
G, Dec. 1972, p. 641).

rucking Association of Québec
n., Montréal, Qué. (representing
certain trucking companies under
general jurisdiction) and the Car-
ge and Miscellaneous Employ-
ee Union, Local 931 (Conciliа-
on Officer: M. Archambault) (LG,
ec. 1972, p. 641).

The North Fraser Harbour Com-
missioners, Vancouver, B.C., and
Canadian Merchant Service Guild
Conciliation Officer: George W.
Rogers) (LG, Sept. 1972, p. 491).

Conciliation board appointed. Ra-
io Saguenay Limited (CKRS -
CKRS-TV), Jonquière, Qué., and le
Syndicat des employés et tech-
niciens en radio et T.V. Saguenay
de St-Jean (CSN) (LG, Dec. 1972,
p. 641).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Télécable of Québec Inc., Québec, Qué., and Canadian Union of Public Employees (representing operating employees and salesmen) (LG, Jan., p. 55) was fully constituted with the appointment of Roland Tremblay of St-Jean, Qué., as chairman. Mr. Tremblay was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Bernard Prudhomme, and union nominee Andre Thibaudeau, both of Montréal.

Conciliation board reports received. Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing employees of the maintenance, traffic, operating and stores division) (LG, Jan., p. 55). (Full text appears in Supplement No. 6, 1972).

Lakehead Harbour Commission, Thunder Bay, Ont., and Lakehead Harbour Police Association (LG, Dec. 1972, p. 642). (Full text appears in Supplement No. 7, 1972).

Kent Line Limited, Saint John, N.B., and Seafarers' International Union of Canada (LG, Nov. 1972, p. 595). (Full text appears in Supplement No. 7, 1972).

Settlement reached after conciliation board procedure. National Harbours Board, Port of Montreal, and Seafarers' International Union of Canada (settled with the mediation assistance of M. Archambault) (LG, Jan., p. 55).

Strike action. Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing employees of the maintenance, traffic, operating and stores division) (strike commenced November 14, 1972) (see above).

MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local 362 (strike commenced November 8, 1972) (LG, Jan., p. 55).

Dispute in which conciliation board not appointed. Perma Construction Ltd., Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (LG, Dec. 1972, p. 641).

CERTIFICATION

The Canada Labour Relations Board met for three days during November. The Board granted seven applications for certification, rejected three and ordered a representation vote in one. Reasons for Judgment were issued in the granting of one application. The Board granted four requests to vary previous Orders of Certification, asking for a change in the name of the certified bargaining agent, and rejected one application for revocation of certification. During the month, the Board received 28 applications for certification.

Reasons for Judgment issued. In granting an application for certification made by the Vancouver-New Westminster Newspaper Guild, Local 115 of The Newspaper Guild, in respect of a unit of employees of Moffat Broadcasting Ltd., working in the news department of Station CKLG in Vancouver, B.C. (Reasons for Judgment issued as Supplement No. 7, 1972) (LG, Sept. 1972, p. 490).

Applications for certification granted. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of drivers, mechanics and helpers employed by Roberval Express Limitée, Longueuil, Qué., working in or out of its terminals in the province of Québec. The Syndicat du Transport Routier, which had represented the employees affected, intervened to contest the application. The Board's decision followed the taking of a representation vote in which the names of both unions appeared on the ballot (LG, Sept. 1972, p. 489).

Public Service Alliance of Cana was certified as the bargaini agent on behalf of a unit of offi employees of the National Ha bours Board employed at Sai John, N.B. (LG, Sept. 1972, p. 490)

Canadian Brotherhood of Railwa Transport and General Worke was certified as the bargaini agent on behalf of a unit of un censed employees of Karlse Shipping Co. Ltd., Halifax, N. employed aboard its vessels "M tin Karlsen," "Brandal," a "Minna." In separate applicatio for certification made by the CB & GW for employees aboard t "Brandal" and the "Minna," a the Seafarers' International Uni of Canada for a unit aboard t "Martin Karlsen," the Board fou that the appropriate bargaini unit consists of the unlicens employees aboard all three ve sels. It conducted a representati vote with the names of bo unions appearing on the ball and the CBRT & GW received m jority support (LG, Nov. 1972, 594).

arers' International Union of ada was certified as the bar- ing agent on behalf of a unit nlicensed employees of Les ateurs du St-Laurent Inc., bec, Qué., employed aboard vessel M/V "Maurice Des- és" (LG, Jan., p. 56).

Canadian Mine Workers, Lo- l, was certified as the bargain- agent on behalf of a unit of loyees of Cassiar Asbestos poration Limited, Toronto, ., employed at its Clinton ie in Clinton Creek, Y.T. (LG, p. 58).

rnational Association of Ma- ists and Aerospace Workers certified as the bargaining nt on behalf of a unit of stew- and crewmen employed by thern Wings Limited, Sept-Iles, e. (LG, Sept. 1972, p. 490).

esentation vote ordered. The rd ordered a representation in an application for certifica- made by the International gshoremen's Association, Lo- 1739, in respect of a unit of loyees of Bunge of Canada ited, Québec, Qué., to deter- e their wishes as to the selec- of the applicant as their bar- ning agent in collective aining with their employer urning Officer: G. A. Plante) Oct. 1972, p. 544).

plications for certification re- ed. The Board rejected counter lications made by the Public ice Alliance of Canada and Vancouver Harbour Employ- Association, Local 517, Inter- ional Longshoremen's and rehousemen's Union, for a unit employees of the Pacific Pilo- g Authority, Vancouver, B.C. Board conducted a represen- tation vote with the names of both applicants on the ballot. Local 517, ILWU, received a majority of the votes cast by the employees eligible to vote.

Subsequently both applicants requested permission to withdraw their respective applications. The Board denied the requests and rejected the application by Local 517, ILWU, because it was considered abandoned, and the application by the PSAC because it was not supported by a majority of the employees eligible to vote (LG, Oct. 1972, p. 544).

Seafarers' International Union of Canada, applicant, and Karlsen Shipping Co. Ltd., Halifax, N.S. respondent (unlicensed employees aboard vessels "Martin Karlsen," "Minna," and "Brandal"). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board (see applications for certification granted) (LG, Aug. 1972, p. 439).

Requests for review granted. In separate requests for review made by Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, of previous Orders of Certification, the Board directed that the following Orders be amended by deleting the name of General Teamsters Local 181 (now merged into Teamsters Local 213), International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America wherever it appears therein, and by substituting therefor the name of Teamsters Local 213:

(a) Order dated January 25, 1972, affecting a unit of employees of Alltrans Express Ltd., Burnaby, B.C., employed at its bases in Burnaby and Terrace, B.C., Calgary and Edmonton, Alta., and Winnipeg, Man. (LG, Jan., p. 58; 1972, p. 198; 1971, p. 747);

(b) two Orders dated September 2, 1970, affecting separate units of employees of Chapman Transport Limited, Kelowna, B.C., one comprising operations employees and the other comprising clerical staff (LG, Jan., p. 58; 1970, p. 583, 796);

(c) Order dated January 27, 1972, affecting a unit of operational employees of Millar & Brown Ltd., Cranbrook, B.C. (LG, Jan., p. 58; 1971, p. 747; 1972, Apr., p. 198); and

(d) Order dated May 4, 1964, affecting a unit of driver employees of Van-Kam Freightways Ltd., Vancouver, B.C. (LG, Jan., p. 58; 1964, p. 493).

Applications for certification received. United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of a unit of carpenters employed in the Northwest Territories by ATCO (Western) Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

International Longshoremen's Association Local 1845 on behalf of four separate units of stevedores employed on coastwise ships in the Port of Montreal: (a) Eastern Canada Shipping Ltd.; (b) Rail & Water Terminal of Montreal; (c)

Capitaine H. Turbis Stevedoring; and (d) Federal Commerce & Navigation Co. Ltd. (Investigating Officer: J. J. de G. Loranger).

Seafarers' International Union of Canada on behalf of a unit of unlicensed employees in the marine division of Algoma Steel Corporation Limited, Sault Ste. Marie, Ont. (Investigating Officer: H. A. Fisher).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of seven separate units of brokers for Reimer Express Lines Limited, Winnipeg, Man.: (a) Arno Kroeker; (b) Dave Reid; (c) Doug Ferguson; (d) Hal Enns (amended later to read Velo Enterprises Limited); (e) J. Klippenstein; (f) Mid-Continental Leasing Corporation Limited; and (g) Wilmer Kornelson (Investigating Officer: A. E. Koppel).

Seafarers' International Union of Canada on behalf of a unit of employees of Canadian Pacific Limited, Montreal, Qué., employed aboard its vessel S.S. "Henry Osborne," Saint John, N.B. (Investigating Officer: M. Archambault).

Retail, Wholesale and Department Store Union, Local 561, on behalf of a unit of plant employees of Freshwater Fish Marketing Corporation, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

Public Service Alliance of Canada on behalf of the Company of Young Canadians, Ottawa, Ont. (Investigating Officer: P. Patterson).

Air Crew Association Canada on behalf of a unit of flight crew personnel employed by Wardair Canada Ltd., Edmonton, Alta. (Investigating Officers: A. A. Franklin, Vancouver; K. Hulse, Toronto).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and garage employees of Murray Hill Limousine Service Ltd., Montreal, Qué. (Investigating Officer: M. Archambault).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of engineers employed by Canadian Pacific Limited, Montreal, Qué., aboard its vessel "Henry Osborne," Saint John, N.B. (Investigating Officer: M. Archambault).

Local 2228, International Brotherhood of Electrical Workers, on behalf of a unit of employees of ITT Canada Limited, Guelph, Ont., employed on the Canadian North East Wideband Project (Investigating Officer: A. F. Tulloch).

Teamsters Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of separate units of employees of The British Yukon Railway Company, Vancouver, B.C. One unit comprises maintenance of way employees in the Yukon Territory and the other, dining room employees at Bennett, B.C. (Investigating Officer: G. W. Rogers).

General Truck Drivers & Helpers' Local 31, International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America, on behalf of a unit of longshoremen of Coast Ferries Limited, Richmond, B.C. (Investigating Officer: R. F. Langford).

Local 9-892, Oil, Chemical a Atomic Workers' Internatio Union on behalf of a unit of e ployees of Kleysen's Cartage Ltd., Winnipeg, Man., employed its Esterhazy, Sask. terminal vestigating Officer: A. E. Koppel).

Syndicat des Employés du Quai Golden Eagle (CSN) on behalf o unit of employees of Ocea Tankers Agency Ltd., Lévis, Q (Investigating Officer: G. Plante).

Local 636, International Bro erhood of Electrical Workers, behalf of a unit of employees Rogers Cable T.V. Limited, ronto, Ont. (Investigating Offic K. Hulse).

Pacific Pilotage Employees' Uni Local 1678, CLC, on behalf o unit of employees of the Pac Pilotage Authority, Vancouv B.C. (Investigating Officer: R. Langford).

Application for revocation of c tification rejected. The Board jected an application for revo tion made by Northern Wi Limited, Sept-Iles, Qué., of Board's Order of Certification sued on June 23, 1967, which ce fied the International Associati of Machinists and Aerospa Workers as the bargaining agent a unit of pilots employed by t company. The Board is not sa fied that the union no longer r resents a majority of the empl ees in the unit for which it v certified.

PUBLICATIONS IN THE LIBRARY

ST NO. 286

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month requested, when requesting loans.

APPLICATIONS FOR POSITIONS

No. 1—Maki, Dennis R. Search behaviour in Canadian job markets. [Ottawa, Information Canada, 1972] 99 p.

ARBITRATION, INDUSTRIAL

No. 2—Baer, Walter E. Practice and precedent in labor relations. Lexington, Mass., Lexington Books [1972] 112 p.

ARBITRATION, INDUSTRIAL—COMPULSORY

No. 3—Logan, John Edwin. An analysis of the effects of compulsory conciliation in Canada on collective bargaining and strikes. [Ann Arbor, Mich., University Microfilms, c1972] 388 p.

BUSINESS—SMALL BUSINESS

No. 4—U.S. Small Business Administration. Starting and managing an employment agency, by Maxwell Harper and Arthur R. Pell. Washington [GPO, 1971] 118 p.

COLLECTIVE BARGAINING

No. 5—Amsden, Jon. Collective bargaining and class conflict in Spain. London [Eng.] London School of Economics and Political Science; Weidenfeld and Nicolson [1972] 204 p.

No. 6—Collective bargaining: survival in the '70's? Proceedings of a conference sponsored by the Industrial Research Unit and the Labor Relations Council, Wharton School, University of Pennsylvania. Edited by Richard L. Rowan. Philadelphia, Industrial Research Unit, Dept. of Industry, Wharton School of Finance and Commerce, University of Pennsylvania; distributed by University of Pennsylvania Press [c1972] 481 p.

No. 7—Downie, Bryan McKay. Centralized collective bargaining: U.S.-Canada experience. [Kingston, Ont., Industrial Relations Centre, Queen's University, 1972] 38-63 p.

CONSUMERS

No. 8—Lancaster, Kelvin John. Consumer demand; a new approach. New York, Columbia University Press, 1971. 177 p.

CORPORATIONS, INTERNATIONAL

No. 9—Conference Board. Tax allocations and international business (corporate experience with Sec. 482 of the Internal revenue code) by Michael G. Duerr. New York, 1972. 97 p.

No. 10—Transnational industrial relations; the impact of multinational corporations and economic regionalism on industrial relations; a symposium held at Geneva by the International Institute for Labour Studies. Edited by Hans Gunter. [London] Macmillan [1972] 480 p.

No. 11—Vernon, Raymond. Sovereignty at bay; the multinational spread of U.S. enterprises. New York, Basic Books [1971] 326 p.

ECONOMIC CONDITIONS

No. 12—Conference Board. Canadian Office. Canadian economic expansion, 1972. Ottawa, 1972. 94 p.

ECONOMIC POLICY

No. 13—Organization for Economic Co-operation and Development. Industry Committee. The industrial policy of Japan. [Paris, 1972] 195 p.

ECONOMICS

No. 14—Kahn, Richard Ferdinand. Selected essays on employment and growth. [London] Cambridge University Press, 1972. 239 p.

EDUCATION, VOCATIONAL

No. 15—Conference Board. Technician education—who chooses it? By Shirley H. Rhine. New York, 1972. 45 p.

EMPLOYEES—DISMISSAL

No. 16—Fédération des industries belges. La jurisprudence et les délais de préavis applicables aux employés gagnant plus de 150.000 francs par an. Bruxelles [1971] 9 p.

HUMAN RIGHTS

No. 17—Rannat, Mohammed Ahmed Abu. Study of equality in the administration of justice. New York, United Nations, 1972. 270 p.

INDUSTRIAL DISPUTES

No. 18—Vagts, Christopher R. Anatomy of a teacher strike: case history of teacher militancy and how a board of education coped with it [by] Christopher R. Vagts and Robert B. Stone. West Nyack, N.Y., Parker Pub. Co. [1969] 254 p.

INDUSTRIAL PSYCHOLOGY

No. 19—Bass, Bernard Morris. Man, work, and organizations; an introduction to industrial and organizational psychology [by] Bernard M. Bass [and] Gerald V. Barrett. Boston, Allyn and Bacon [1972] 673 p.

INDUSTRIAL RELATIONS

No. 20—Blake, Robert Rogers. Managing intergroup conflict in industry [by] Robert R. Blake, Herbert A. Shepard [and] Jane S. Mouton. Houston, Tex., Gulf Pub. Co. [1964] 210 p.

No. 21—Marsh, Arthur Ivor. Work place industrial relations in engineering [by] A. I. Marsh, E. C. Evans [and P. Garcia] [London] Kogan Page (Associates) [197] 223 p.

No. 22—O'Dea, Raymond. Industrial relations in Australia. 2d ed. Sydney, West Publishing Corporation, 1970. 216 p.

No. 23—Sloane, Arthur A. Labor relations [by] Arthur A. Sloane [and] Fred Witney. 2d ed. Englewood Cliffs, N.J., Prentice-Hall [c1972] 544 p.

INSURANCE, HEALTH

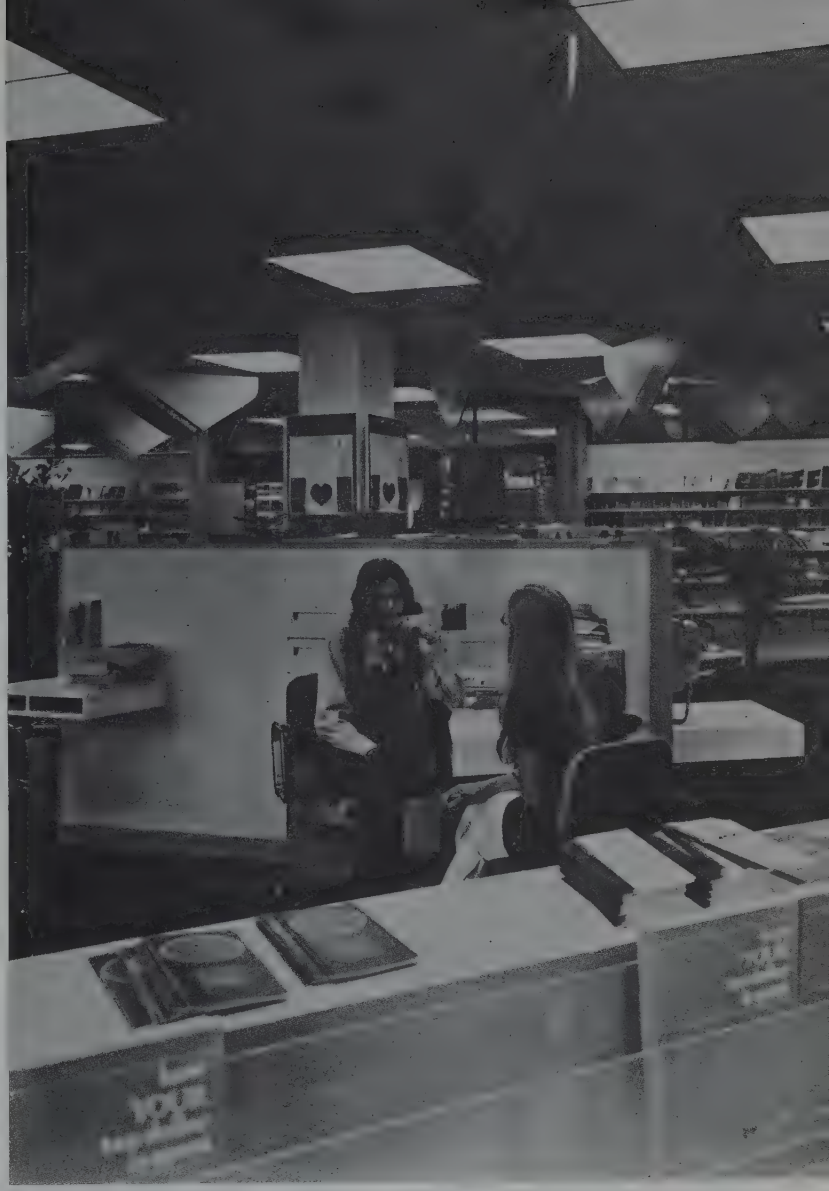
No. 24—Conference Board. To executives view health care issues by Seymour Lusterman. New York, 1972. 43 p.

INTERNATIONAL LABOUR CONVENTIONS

No. 25—Canada. Department of Labour. International Labour Affairs Branch. Canadian position with respect to Conventions and Recommendations adopted at the 53rd and 54th sessions of the International Labour Conference, Geneva, June, 1969 and June, 197[illegible] [Ottawa, 1971?] lv. Eng. and Fr.

INVESTMENTS, FOREIGN

No. 26—Foreign direct investment in Canada. [Ottawa, Information Canada, 1972] 523 p.



LABOUR ECONOMICS

No. 27—Corina, John. Labour market economics; a short survey of current theory. London [Eng.] Heinemann Educational Books [1972] 81 p.

No. 28—Rowan, Richard Lamar, comp. Readings in labor economics and labor relations, ed. by Richard L. Rowan. Rev. ed. Homewood, Ill., Irwin, 1972. 625 p.

LABOUR LAWS AND LEGISLATION

No. 29—Kahn-Freund, Otto. Labour and the law. London, Stevens, 1972. 270 p.

No. 30—Law Book Company of Australasia Pty., Ltd. An outline of industrial law, Commonwealth and New South Wales; being part of the Law Book Co.'s Industrial registration service. 3rd ed. [Edited] by C. L. Cullen [and] J. J. Macken. Sydney, 1972. 130 p.

LABOUR ORGANIZATION

No. 31—McCarthy, William Edward John, ed. Trade unions; selected readings. [Harmondsworth, Eng.] Penguin Books [1972] 216 p.

No. 32—Saposs, David Joseph. The labor movement in postwar France. New York, Russell & Russell [1972] 508 p.

LABOUR PARTY (GREAT BRITAIN)

No. 33—Wilson, Harold. The Labour Government, 1964-1970: a personal record. London, Weidenfeld and Nicolson; Joseph, 1971. 831 p.

LABOUR UNIONS

No. 34—Crozier, Michel. The world of the office worker. Translated by David Landau. Chicago, University of Chicago Press [1971] 224 p.

No. 35—DeMaria, Alfred T. Manager unions? An AMA research report [by] Alfred T. DeMaria, Dale Tarnowieski [and] Richard Gurman [New York] American Management Association [1972] 31 p.

No. 36—Your bank versus the union—what to do about it [by] L. Quincy McPherson and Sanford R. Seiler. [Boston, Financial Publishing Co., 1972] 117 p.

LABOURING CLASSES

No. 37—Stearns, Peter Nathaniel, comp. The impact of the industrial revolution; protest and alienation. Edited by Peter N. Stearns. Englewood Cliffs, N.J., Prentice-Hall [1972] 186 p.

POVERTY

No. 38—Puxley, Evelyn. Poverty in Montreal. Montreal, Dawson College Press [c1971] 84 p.

PRODUCTIVITY OF LABOUR

No. 39—Delamotte, Yves. The social partners face the problems of productivity and employment; a study in comparative industrial relations. [Paris] OECD [1971] 202 p.

RETIREMENT

No. 40—Streib, Gordon Franklin. Retirement in American society; impact and process, by Gordon F. Streib and Clement J. Schneider. Ithaca, Cornell University Press [1971] 316 p.

SOCIAL CONDITIONS

No. 41—Shonfield, Andrew, ed. Social indicators and social policy, edited and introduced by Andrew Shonfield and Stella Shaw. London, Heinemann Educational Books [1972] 151 p.

SOCIAL SECURITY

No. 42—International Social Security Association. The role of social security institutions in preventive medicine. Geneva, 1971. 69 p.

No. 43—Spitaels, Guy. Le salaire indirect et la couverture des besoins sociaux. Volume 3: La comparaison internationale, Allemagne, France, Italie, Pays-Bas. Bruxelles, Université Libre de Bruxelles, Institut de Sociologie, Centre de Sociologie de la Sécurité Sociale, 1971. 829 p.

SOCIOLOGY

No. 44—Bierman, Ralph. Toward the humanizing community; new careers for human service: a proposed demonstration model program [by] Ralph Bierman [and others. Waterloo? University of Waterloo, Dept. of Psychology? 1971?] 97 p.

No. 45—Giddens, Anthony. Politics and sociology in the thought of Max Weber. [London] Macmillan [1972] 64 p.

WOMEN—LEGAL STATUS, LAWS

No. 46—Boynick, David King. Women who led the way; eight pioneers for equal rights. New York, T.Y. Crowell [1972, c1959] 245 p.

No. 47—Canada. Women's Bureau. Women's Bureau '69- [Ottawa, Queen's Printer, 1970-] Eng. and Fr. Library has: 1969, 1970, 1971.

No. 48—Gilman, Charlotte (kins) Steton. Women and the nomic relation between men women as a factor in social r lution. Edited by Carl N. De New York, Harper & Row [1 356 p.

No. 49—Paltiel, Freda L. Statu women in Canada, 1972; repo the Co-ordinator, Status Women. [Ottawa, Informa Canada, 1972] 39 p. Eng. and Fr

WORK SATISFACTION

No. 50—Butteriss, Margaret. enrichment and employee pa ipation, a study. London [Eng. stitute of Personnel Manage [c1971] 71 p.

No. 51—Price, Charlton R. New rections in the world of wor conference report. [Kalama Mich.] W. E. Upjohn Institute Employment Research, 1972. 4

No. 52—Taylor, Lynda King. for bread alone; an apprecia of job enrichment. London, ness Books [1972] 141 p.

WORKMEN'S COMPENSATIO

No. 53—U.S. Bureau of Labor S dards. State workmen's com sation laws: a comparison of jor provisions with recommen standards. Rev. ed. [Washing GPO, 1972] 48 p.

WORKS COUNCILS

No. 54—Piron, Jacques. Les seils d'entreprise et les comité sécurité et d'hygiène; com taire des dispositions légale réglementaires et des convent collectives nationales en la tière, par Jacques Piron et P Denis. Bruxelles, Editions de l dération des industries be 1972. 328 p.

ABOUR STATISTICS

ipal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
L CIVILIAN LABOUR FORCE*				
Week ended November 11, 1972		8,887	+ 0.1	+ 2.7
mployed	November	8,363	− 0.4	+ 2.6
Agriculture	"	430	− 14.7	+ 8.7
Non-agriculture	"	7,933	+ 0.5	+ 3.3
Paid workers	"	7,402	+ 0.4	+ 3.9
At work 35 hours or more	"	6,569	+ 75.3	+26.6
At work less than 35 hours	"	1,480	− 65.3	−44.7
Employed but not at work	"	313	− 17.2	+ 8.7
Unemployed	"	524	+ 8.5	+ 4.2
Atlantic	"	59	+ 15.7	+ 9.3
Québec	"	188	+ 9.3	+ 7.4
Ontario	"	144	+ 3.6	− 3.4
Prairie	"	66	+ 22.2	+11.9
British Columbia	"	67	−	+ 1.5
Vithout work and seeking work	"	501	+ 8.4	+ 4.4
On temporary layoff up to 30 days	"	23	+ 9.5	+ 4.5
DUSTRIAL EMPLOYMENT (1961 = 100)†	August	133.2	+ 1.7	+ 0.7
Manufacturing employment (1961 = 100)†	"	126.6	+ 2.4	+ 1.0
IGRATION	1st 6 mths. 1972	54,313	−	− 8.2
Destined to the labour force	"	27,113	−	−12.3
KES AND LOCKOUTS				
trikes and lockouts	October	78	− 16.1	−22.8
lo. of workers involved	"	29,501	− 11.8	−19.6
Duration in man days	"	419,520	− 10.2	+32.6
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	August	150.95	+ 1.0	+ 8.5
Average hourly earnings (mfg.)†	"	356	+ 0.8	+ 8.5
Average weekly hours paid†	"	40.1	+ 1.5	+ 0.8
Consumer price index (1961 = 100)	"	141.3	+ 0.8	+ 4.7
ndex numbers of weekly wages in 1961 dollars (1961 = 100)†	"	135.0	+ 1.9	+ 3.6
otal labour income (millions of dollars)†	"	4,780.4	+ 1.1	+10.0
DUSTRIAL PRODUCTION†				
otal (average 1961 = 100)	October	199.2	+ 1.9	+ 5.4
Manufacturing	"	193.2	+ 0.7	+ 4.4
Durables	"	220.6	+ 1.2	+ 4.6
Non-durables	"	171.6	+ 0.1	+ 4.1
E RESIDENTIAL CONSTRUCTION**				
tarts	October	22,651	+ 7.9	−
Completions	"	18,812	+ 13.2	−
Under construction	"	166,747	+ 2.2	−

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Advance data.
Preliminary.
Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Departm of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first th tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Y: Strikes and Lockouts	Workers Involved	Duration in Man-D: Man-Days	Per Cent Estima Work Tı
1967	498	522	252,018	3,974,760	
1968	559	582	223,562	5,032,730	
1969	566	595	306,799	7,751,880	
1970	503	542	261,706	6,539,560	
†1971	547	569	239,631	2,866,590	
†1971—October	38	101	36,673	316,470	
November	46	94	20,240	232,810	
December	27	81	14,171	152,590	
†1972—January	39	80	16,967	133,640	
February	35	78	28,153	239,330	
March	40	89	231,680	370,120	
April	43	94	232,930	1,831,840	
May	53	108	62,721	936,600	
June	58	118	118,294	1,195,060	
*July	36	106	92,102	1,162,030	
*August	29	89	36,823	647,360	
*September	42	93	33,211	467,310	
*October	31	78	29,501	419,520	

* Preliminary. †Revised.

STRIKES AND LOCKOUTS, OCTOBER, 1972, BY INDUSTRY, (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	2	97	140
Mines	1	2	900	13,400
Manufacturing	11	41	11,662	173,510
Construction	5	9	2,616	48,810
Transportation and utilities	6	10	12,847	162,680
Trade	3	5	323	2,250
Finance	—	—	—	—
Service	1	6	831	17,430
Public administration	2	3	225	1,300
ALL INDUSTRIES	31	78	29,501	419,520

STRIKES AND LOCKOUTS, OCTOBER, 1972, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Mor: Strikes and Lockouts	Workers Involved	N
Newfoundland	1	4	537	1(
Prince Edward Island	—	—	—	
Nova Scotia	1	2	2,770	3
New Brunswick	1	1	500	
Quebec	4	19	2,527	4
Ontario	12	23	19,623	27
Manitoba	1	4	118	
Saskatchewan	2	2	238	
Alberta	1	1	200	
British Columbia	4	15	2,306	3(
Federal	4	7	682	
ALL JURISDICTIONS	31	78	29,501	41

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
METAL						
Cornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,400	33,600	July 3 —	Hours of work—
Brunswick Mining and Smelting Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	500	5,000	5,000	Oct. 18 —	Alleged unsafe mine conditions
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	40,830	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	7,440	31,660	June 29 —	Wages, hours, overtime pay, paid holidays—
Chaine Cooperative du Saguenay, St-Bruno, Lac St-Jean, Qué.	Commerce Employees (CNTU)	330	6,930	18,480	Aug. 14 —	Wages, hours, other benefits—
Gorton Pew, Cap-aux-Meules, Magdalen Islands, Qué.	Steelworkers (AFL-CIO/CLC)	—	—	14,450	Aug. 14 Oct. 2	Not reported—55¢ an hr. increase over a 2-yr. contract, 20¢, retroactive to July 7, 1972, for the first year.
McGraw-Edison, Etobicoke, Ont.	Steelworkers Loc. 5466 (AFL-CIO/CLC)	165	1,490	1,490	Oct. 19 —	Not reported—
Hiram Walker & Sons Ltd., Walkerville, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	900	900	900	Oct. 23 Oct. 24	Grievances over supervisory personnel being used on union jobs—Return of workers.
McGavin Toastmaster Ltd. & Western Bakeries Ltd., Regina, Sask.	Bakery Workers Loc. 428 (AFL-CIO/CLC)	225	1,130	1,130	Oct. 25 —	Wages, hours, other improvements—
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St. Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	280	3,920	21,280	July 5 Oct. 21	Not reported—Not reported.
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	17,860	June 19 —	Not reported—
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-417 (AFL-CIO/CLC)	200	4,200	6,800	Sept. 13 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
B.C. Forest Products, Mackenzie, B.C.	Pulp & Paper Workers of Canada, Loc. 18 (Ind.)	220	1,320	2,860	Sept. 21 Oct. 11	Wages, working conditio Wage increases over a 2 agreement; improved fri benefits.
Northwood Pulp Sawmill Div., Prince George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	5,250	6,500	Sept. 25 –	Not reported–
Ass. Manufacturies du Bois, St-Juste, Qué.	Carpenters (AFL-CIO/CLC)	170	1,870	1,870	Oct. 17 –	Not reported–
PAPER						
B.C. Forest Products Crofton, B.C.	Pulp & Paper Workers (Ind.)	500	1,000	1,000	Oct. 17 Oct 19	Protesting the company's us an outside contractor to h waste materials–Return workers when issue resolved
PRIMARY METALS						
Sydney Steel Corp., Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	2,700	37,800	56,700	Sept. 21 Oct. 23	Wages, pension benefits–50 hr. increase retroactive to 1, 1972, a further 45¢ in the ond year.
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	320	6,720	22,080	July 25 –	Not reported–
MACHINERY						
Massey-Ferguson Industries Ltd., Toronto & Brantford, Ont.	Auto Workers Locs. 439 & 458 (CLC)	3,300	66,000	66,000	Oct. 4 –	Wages–
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	170	3,570	20,740	May 10 –	Delayed negotiations in new contract–
Construction						
Canadian Electrical Manufacturers Assoc., Province-wide, Ont.	Elevator Constructors Loc. 90 (AFL-CIO/CLC)	1,200	25,200	49,830	Aug. 29 –	Protest over lack of progres negotiations for a national c tract–
Canadian Elevator Manufactuers, Lower Mainland, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	227	4,770	8,400	Sept. 8 –	Protest over lack of progres negotiations for a national c tract–

KES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY) (CONT.)

dustry nployer ocation	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
ne Canadian Elevator lanufactuers, lontreal & Québec, ué.	Elevator Constructors Locs. 89 & 101 (AFL-CIO/CLC)	600	12,600	19,200	Sept. 15 —	Protest over loack of progress in negotiations for a national contract—
ne Canadian Elevator lanufacturers, dmonton and Calgary, lta.	Elevator Constructors Locs. 122 & 130 (AFL-CIO/CLC)	200	3,600	3,600	Oct. 5 —	Wages, fringe benefits, union jurisdiction—
oundation Group of ompanies, External ffairs Project b Site, ttawa, Ont.	Various construction unions	280	560	560	Oct. 23 Oct. 25	Employing non-union elevator and mechanical personnel—Return of workers.
sportation and ilities						
SPORTATION						
Canada Steamship ines Ltd., Montreal, Qué., hunder Bay, Windsor, arnia and Port Credit, Ont.	Railway Clerks Various locals (AFL-CIO/CLC)	350	7,290	13,120	Sept. 8 —	Wages, hours—
our Truck Transport ompanies, owichan Valley, B.C.	Woodworkers Loc. 1-80 (AFL-CIO/CLC)	160	320	320	Oct. 11 Oct. 16	Wages—47¢ per hr. increase plus 10¢ per hr. for tradesmen and apprentices retroactive June 18, 1972, 40¢ across the board June 15, 1973 other improved benefits.
ER, GAS AND WATER						
Ontario Hydro, Rotating) rovince-wide, Ont.	Public Employees Loc. 1000 (CLC)	11,930	151,740	897,600	June 25 Oct. 20	Wages, job security, working conditions—Return of workers pending arbitration decisions.
e						
rewers' Warehousing o. Ltd., Hamilton area, Ont.	Brewery Workers Loc. 334 (AFL-CIO/CLC)	136	410	410	Oct. 23 Oct. 26	Wages, hours, seniority, other matters—Basic wage rate raised from $122.50 to $193.00 per wk., 30¢ an hr. across the board Jan. 1973; other improvements.
Automotive Hardware td., oronto, Ont.	Steelworkers Loc. 7105 (AFL-CIO/CLC)	112	780	780	Oct. 23 —	Wages, other improvements—
ice						
HEALTH AND WELFARE						
oronto Western Hospital, oronto, Ont.	Canadian Union of General Employees	675	14,950	54,000	July 12 —	Job classification, sick leave, hours—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1972 (PRELIMINARY) (CONCL'D

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Public Administration						
FEDERAL ADMINISTRATION						
*Canadian Penitentiary Services—Dept. of Solicitor General, Kingston Penitentiary, Kingston, Ont.	Public Service Alliance of Canada (CLC)	100	100	100	Oct. 26 Oct. 27	Alleged refusal of ser penitentiary officials to liste guards' grievances—Return guards when negotiati resumed.

*Federal Jurisdiction.

ANADA DEPARTMENT OF LABOUR PUBLICATIONS

rial Relations Research in Canada (annual). An inventory of in-/l relations research undertaken by the Department, other gov-nt departments, academic institutions and private individuals. at. No. L2-29/1970.

CNOMICS AND RESEARCH BRANCH

Organizations in Canada (annual). Contains a brief commen-e latest statistical data on union membership, and a directory of organizations with names of their principal officers, publica-nd the geographic distribution of their local branches in Canada. ual). Price $1.50. Cat. No. L2-2/1971.

and Lockouts in Canada (annual). Furnishes a record of strikes ckouts occurring in Canada during a year. Tables and related now strikes and lockouts by years, by areas, by industries, includ-e lost, number of workers involved, duration, etc. Price 75 cents. o. L2-1/1970.

Rates, Salaries and Hours of Labour, 1971. An annual report pub-in loose-leaf form and followed later by a paperback volume. ns the results of an annual survey at October 1 of occupational ates and standard hours of work in major communities and most ries. First-year service, including attractive binder with index tabs perback volume, $10.00; service without indexed binder. $7.50; ual tables, free from Surveys Division. Paperback volume, $3.00. ual). Cat. No. L2-554.

ng Conditions in Canadian Industry, 1971. (Bilingual). Price $2.00. o. L2-15/1971.

nination of the Appropriate Bargaining Unit by Labour Relations in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. 3.50. Cat. No. L2-26/5.

in Canada and the United States: an Analytical Comparison, by n. Porter and others. Occasional Paper No. 6. Price $1.75, Cat. No. 6.

Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, English or French). $2.50. Cat. No. L41-970.

MEN'S BUREAU

ng Mothers and Their Child-Care Arrangements. A statistical of the number of working mothers, their work patterns, earnings ccupations; the number and ages of the children of working rs; and the child-care arrangements of working mothers by their patterns, occupations and earnings. 1970. (English or French).

Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated. (Bilingual). Free.

Women's Bureau '69; and Women's Bureau '70. Two publications each presenting three papers. The papers deal with the status of women in the labour force and in society, and with various problems encountered by working women. (Bilingual). Free.

Women in the Labour Force, 1971, Facts and Figures. (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price $1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

Make cheque or post office money order **payable to the Receiver General of Canada.** Mail it to Information Canada, Ottawa. Publications marked "Free" may be ordered from the Publications Division, Canada Department of Labour.

CHICAGO PUBL.C LIBRARY,
DOCUMENTS DEPT,
78 EAST WASHINGTON ST.,
CHICAGO 2, ILL., U.S
LG.F.

Canada Post Postage Paid
Postes Canada Port payé
Third class
Troisième classe
K1A 0S7
OTTAWA

If undelivered,
return COVER ONLY to:
DSS–Printing Operations Ottawa, K1A 0S7
Canada

THE LABOUR GAZETTE

Official Journal Canada Department of Labour

Hon. John Munro, Minister
Bernard Wilson, Deputy Minister

W. S. Drinkwater, Editor in Chief
Jack E. Nugent, Editor
Frank L. Dubervill, Assistant Editor, Production
J. Diane Armstrong, Assistant Editor, Editorial
George Sanderson, Jim MacSween,
Kathleen E. Whitehurst, Staff Writers

THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL, published monthly by the Canada Department of Labour, Public Relations Branch, R. Brian O'Regan, Director, are indexed in the Canadian Periodical Index and the Index to Canadian Legal Periodical Literature.

CORRESPONDENCE–Address letters dealing with editorial matter to the Editor, The Labour Gazette.

SUBSCRIPTIONS–Canada: $5 a year, three years $10, single copies 50 cents; all other countries: $7 a year, three years $15, single copies 75 cents. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to Information Canada, Publishing Division, Ottawa, K1A 0S9, Canada. All subscriptions payable in advance.

BOUND VOLUMES–$7.50 a copy delivered in Canada, $10 a copy to other countries.

CHANGE OF ADDRESS–Send your new address, together with your address label, to Information Canada, Publishing Division, Ottawa K1A 0S9, Canada.

©Information Canada, 1973

LPIU LOCAL NO. 1721 TORONTO

THORN PRESS L